



11<sup>th</sup> Nov 2022

**Largetech Solutions Pvt. Ltd.**  
**Noida**

**Mr. Trilochan Panda**

**Address:** Jajpur Road, Jajpur  
Odisha-755019

**STRICTLY PRIVATE & CONFIDENTIAL**

**Mr. Trilochan Panda,**

**Largetech Solutions Pvt. Ltd.** is pleased to make you an offer of employment with the Company on the following terms and conditions ("Offer Letter"). In this contract (Offer Letter) *Company is referred to* **Largetech Solutions Pvt. Ltd.** & *Employee is referred as* **Mr. Trilochan Panda**

Employee will devote whole of time and attention to the business of the Company and comply with the rules and regulations in force from time to time. Employee will not, without written consent, be in any way engaged or concerned in any other business. Employee will, while in employment, use their utmost endeavor to promote the interests of the Company in all matters and will observe utmost good faith towards the Company and keep secret all information, which Employee may obtain with regard to the business and affairs of the Company.

**Offer Details: -**

- |   |                                    |
|---|------------------------------------|
| <b>A) Role</b>                          | <b>: BDM-IT Sales</b>              |
| <b>B) Date of Joining</b>               | <b>: Nov 15th, 2022</b>            |
| <b>C) Location of posting</b>           | <b>: Noida</b>                     |
| <b>D) Cost to the Company/ Annually</b> | <b>: INR 8,01,600/Per year CTC</b> |

*\*All allowances are payable as per the Company policies, which are subject to change from time to time.*

*\*\*Please refer to the Appendices to the letter for details of your employment.*

**Largetech Solutions Pvt. Ltd.**

Reg Off : Suite No- 303, H – 15, Sector – 63, Noida, UP. 201301  
Ring us on – 0120-4266498

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Employee Signature



## **1. Notice Period**

As an employee of the Company, you will be required to give either (a) one month's notice or (b) one month's salary in lieu thereof, in case you decide to leave the Company. Similarly, the Company can terminate your services by giving two weeks' notice or salary in lieu thereof, at the Company's sole discretion. While formally leaving the organization, last salary shall be released after 45 days subjected to clearance of all the pending dues. Employee understands that this hold will be for clearing and assessing all dues, no objections and analyzing the work done by the employee.

## **2. Organizational rules**

Employee will familiarize with and adhere to the Company's Rules and Regulations in force and as modified by the Company from time to time. You may be required to work in different shifts as may be decided by the Company from time to time. You shall execute such agreements/bonds as required by the Company.

Employee must ensure that the peripherals (such as Magic Jack, Headphones, Computer, Stationary) provided by the Company should be taken care by you. The employee will only be responsible for any loss/damage of the Company's peripherals and shall be recovered from employee's salary or any other necessary means.

## **3. Termination of employment**

Employee's services with the Company may be terminated by either party upon giving a written notice of a calendar months' notice or salary in lieu of such notice. The Company may also terminate your services, if you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Company holds right to terminate employment of any employee if found involved in malpractices and any illegal or unethical activity which may cause a potential harm to company.

## **4. Other Terms & Conditions**

Employee agrees not to undertake employment, whether full-time or part-time, as an employee of any other company engaged in any form of business activity without the consent of the Company. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the sole discretion of the Company.

Employee will not be liable to get salary for your last month in the Company, if the peripherals are not returned to the authorities before leaving the Company. The Company may also deduct the required amount from your salary for any damage/loss caused to the



peripherals and also in case if the peripherals are not returned to the Company before resigning the Company.

### **Leaves:**

14 paid leaves in a year (both sick leaves and casual leaves) will be provided upon written information of 1 week apart from the Federal holidays observed in USA. Employee understands that no paid holiday will be provided for Indian Public holidays.

Employees are required to give one week notice to get a leave for which it is mandatory to get approval from the Company. If the leave is taken without the notice or approval it may lead to a deduction of 1.5 times a day from your salary. In case the leave is taken without even informing, a deduction of 2 times a day will be made from your salary.

### **Damage Policy:**

A single system with accessories will be assigned to you. Employee will be responsible for taking care of respective Office system and accessories provided by **Largetech Solutions Pvt. Ltd** at work place. If any damage has found to the property (Office Accessories, Computers, Furniture etc.), you will be liable to pay fine of 20,000 INR.

Employee may be governed by the rules & regulations of the Company as applicable to your category of employees, which may be communicated and subject to change from time to time.

**Offered By: -**

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**Vivek Naidu**

Director

Date: - 11/11/2022

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Name: - **Mr. Trilochan Panda**

Date: -

**Largetech Solutions Pvt. Ltd.**

Reg Off : Suite No- 303, H – 15, Sector – 63, Noida, UP. 201301

Ring us on – 0120-4266498

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Employee Signature

**LARGETECH SOLUTIONS PRIVATE LIMITED**

Payslip for the month of July 2023

Emp Code : E0086	Name : TRILOCHAN PANDA	UAN No: 100393619743
Branch : Noida	Department : NA	Grade : NA
PF No. : MRNOI255257000000 10067	ESIC No.	PAN : AYOPP1681J
		Designation : BDM (IT)
		Stand. Basic Salary
Total Days : 31.00	Days Present 31.00	PH/WEO : 0.00
Sick Leave : 0.00	Earned Leave : 0.00	LWP/Absent : 0.00
Balance SL : 5.50	Balance EL : 8.25	Casual Leave : 0.00
		Compensatory Leave : 0.00
		Balance CL : 0.00
		Balance COL : 0.00

Earnings	Amount	Deductions	Amount
Basic Salary	39000.00	Provident Fund	1800.00
HRA	19500.00	ESIC	0.00
Conveyance	1600.00	Profession Tax	0.00
Medical Allow	0.00	TDS	0.00
Mobile Allow	0.00		
Other Allow	4900.00		
INCENTIVE/COMMISSION	0.00		
<b>Total Earnings :</b>	<b>65000.00</b>	<b>Total Deductions :</b>	<b>1800.00</b>
		<b>Net Pay :</b>	<b>63200.00</b>

RUPEES : SIXTY-THREE THOUSAND TWO HUNDRED ONLY

**Payment Details :**

Mode of Payment	Disbursement Date	Employee Bank	Account No	Amount



# LARGETECH SOLUTIONS PRIVATE LIMITED

Payslip for the month of August 2023

Emp Code : E0086	Name : TRILOCHAN PANDA	UAN No: 100393619743
Branch : Noida	Department : NA	Grade : NA
PF No. : MRNOI255257000000	ESIC No.	PAN : AYOPP1681J
10067		Designation : BDM (IT)
		Stand. Basic Salary

Total Days : 31.00	Days Present 29.00	PH/WEO : 0.00	LWP/Absent : 2.00
Sick Leave : 0.00	Earned Leave : 0.00	Casual Leave : 0.00	Compensatory Leave : 0.00
Balance SL : 5.50	Balance EL : 8.25	Balance CL : 0.00	Balance COL : 0.00

Earnings	Amount	Deductions	Amount
Basic Salary	36484.00	Provident Fund	1800.00
HRA	18242.00	ESIC	0.00
Conveyance	1497.00	Profession Tax	0.00
Medical Allow	0.00	TDS	0.00
Mobile Allow	0.00		
Other Allow	4584.00		
INCENTIVE/COMMISSION	0.00		
<b>Total Earnings :</b>	<b>60807.00</b>	<b>Total Deductions :</b>	<b>1800.00</b>
		<b>Net Pay :</b>	<b>59007.00</b>

RUPEES : FIFTY-NINE THOUSAND SEVEN ONLY

## Payment Details :

Mode of Payment	Disbursement Date	Employee Bank	Account No	Amount



# LARGETECH SOLUTIONS PRIVATE LIMITED

Payslip for the month of September 2023

Emp Code : E0086	Name : TRILOCHAN PANDA	UAN No: 100393619743
Branch : Noida	Department : NA	Grade : NA
PF No. : MRNOI255257000000 10067	ESIC No.	PAN : AYOPP1681J
		Designation : BDM (IT)
		Stand. Basic Salary

Total Days : 30.00	Days Present 30.00	PH/WEO : 0.00	LWP/Absent : 0.00
Sick Leave : 0.00	Earned Leave : 0.00	Casual Leave : 0.00	Compensatory Leave : 0.00
Balance SL : 5.50	Balance EL : 8.25	Balance CL : 0.00	Balance COL : 0.00

Earnings	Amount	Deductions	Amount
Basic Salary	39000.00	Provident Fund	1800.00
HRA	19500.00	ESIC	0.00
Conveyance	1600.00	Profession Tax	0.00
Medical Allow	0.00	TDS	0.00
Mobile Allow	0.00		
Other Allow	4900.00		
INCENTIVE/COMMISSION	0.00		
<b>Total Earnings :</b>	<b>65000.00</b>	<b>Total Deductions :</b>	<b>1800.00</b>
		<b>Net Pay :</b>	<b>63200.00</b>

RUPEES : SIXTY-THREE THOUSAND TWO HUNDRED ONLY

## Payment Details :

Mode of Payment	Disbursement Date	Employee Bank	Account No	Amount
BANK TRANSFER	30/09/2023	YES BANK	2591800026671	63200.00



## OFFER LETTER FOR EMPLOYMENT

Date: 22<sup>nd</sup> Jul 2024

Dear Mr. Trilochan Panda

This is in reference to your application for employment in our organization and the subsequent interview you had with us. We are pleased to inform you that you have been selected as a **BDM IT** of **Largetech Solutions Pvt. Ltd.**, details of which are as follows:

**Designation:** Business Development Manager (IT)  
**Joining Date:** On or Before 09<sup>th</sup> Jul 2024  
**Annual Package:** INR 7, 80,000 CTC

As mutually discussed and agreed, we are pleased to offer you an appointment as per details given below:

- 1) You will be on probation for a period of **3 months** from the date of joining duties. The period of probation can be extended at the sole discretion of the management. Upon completion of the period of probation and subject to your performance being found satisfactory you will be confirmed in your employment by a letter of confirmation. During the period of probation you have to give 30 days' notice to the company to leave from the service or 30 days Gross Salary in lieu thereof. At the same time company can terminate your services without giving reason or notice period salary.
- 2) Employee's services with the Company may be terminated by either party upon giving a written notice of a calendar months' notice or salary in lieu of such notice. The Company may also terminate your services, if you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Company holds right to terminate employment of any employee if found involved in malpractices and any illegal or unethical activity which may cause a potential harm to company.
- 3) As informed your place of posting shall be at Noida. However organization reserves the rights to transfer you to and / or utilize your services in any of the company's offices, worksites or associated or affiliated companies located within the country or abroad.
- 4) A single system with accessories will be assigned to you. Employee will be responsible for taking care of respective Office system and accessories provided by Largetech Solutions Pvt. Ltd at work place. If any damage has found to the property (Office Accessories, Computers, Furniture etc.), you will be liable to pay fine of 20,000 INR.

You are requested to bring attested copies along with the original certificates/ documents at the day of your joining which are as follows:

1. Educational Documents
2. Aadhar Card & Pan Card
3. 2 Photos
4. Offer or Appointment Letter of last company
5. Relieving or Experience Letter
6. Last 2 months pay slips or Bank Statement
7. Cancelled cheque
8. Form 16

wishing you long lasting association with Largetech Solutions Pvt. Ltd.!

DocuSigned by:  
  
59E6488BFBC84C4...

Mohammad Alvi

Head H.R  
Date: - 07/22/2024

Signed by:  
  
E580456A4D664F4...

Name: - Mr. Trilochan Panda

Date: - 23-Jul-2024



**Largeton Inc.**  
**13800 Coppermine Rd,**  
**Herndon, VA 20171**

## **EMPLOYMENT AGREEMENT**

THIS AGREEMENT made on 9th July 2024 by and between Trilochan Panda ("Employee") and **Largeton Inc.** ("Company"), with its corporate offices located at **Office No. 13800 Coppermine Rd, Herndon, VA 20171**. The Company hereby engages Employee to perform the services set forth herein, and Employee hereby accepts such engagement. The tentative start date is 9th July 2024 subject to change by Company upon notice to Employee.

WHEREAS, the Company is in the business of providing recruiting and consulting services;

WHEREAS, Employee wishes to be hired by Company as BDM IT Sales.

NOW, THEREFORE, in consideration of the promises hereinafter made and to induce the parties into entering into an Employment Agreement, the parties agree as follows, intending to be legally bound hereby:

### **ARTICLE 1**

#### **Engagement**

Employee represents that he/she is not in any way restricted from entering into this Agreement, including by prior or existing agreement with any other person or entity, and hereby agrees to indemnify, defend (including paying the Company's reasonable attorney fees and any and all other foreseeable costs) and to hold Company harmless with respect to all claims and suits as a result of any such prior or existing agreement. Employee accepts and agrees to such employment, and agrees to be subject to the general supervision, advice and direction of Company and Company's supervisory personnel.

Employee shall render his/her services pursuant to this Agreement carefully, faithfully and competently and to the best of his skills, ability and experience. During the term of this Agreement, the Employee shall devote as much of his/her productive time, energy and abilities to the performance of his/her duties hereunder as is necessary to perform the required duties in a timely and productive manner but not less than 40 hours per week or as agreed between the Employee and Company.

In performance of Employee's duties, Employee shall comply with any and all of Company's policies, rules, procedures and all applicable local, state and federal laws, rules, regulations, statutes, ordinances and other provisions of law and shall maintain a standard of professional conduct that is acceptable to Company. It is also understood and agreed to by Employee that this assignment and/or the duties and responsibilities above may be changed by Company in its sole discretion at any time.

### **ARTICLE 2**

#### **Term**

2.01 Initial Term. This engagement shall commence upon execution of this Agreement and shall continue in full force and effect until terminated in accordance with the provisions of this Agreement.

2.02 Disciplinary Procedures. Where the Employer believes that the Employee has acted in an unfit way in the course of carrying out his duty, or the Employee brings the Employer's business into disrepute, the Employee will face a disciplinary action for any minor or gross misconduct which may amount to liquidated damages. The employee agrees that he will not under any circumstances, discuss with any of Company's clients, any consulting company or agency involved other than Company, any issues or problems of any nature pertaining to employment, salary, benefits, relocation or other issues or disputes that may exist or arise between Employee and Company. In





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**13800 Coppermine Rd,**  
**Herndon, VA 20171**

such situation, any dispute can be discussed only with the designated Company Manager or Director of the company. Infringement of a term of this contract or of established Company Rules can lead, depending on the gravity of the breach, to an informal or formal disciplinary action and any monetary damages arising thereof.

**2.03 Termination.** This Agreement may be terminated by the Company with or without cause with no advance written or oral notice to the Employee. In case the employee wants to leave the company, the employee shall cause an advance written notice of 30 days or more depending on the reasonable time it takes to transfer responsibilities to his/her replacement as long as there is no interruption in the normal flow of company's business. Leaves and absence by Employee cannot be counted towards 30 working days' notice. Notice under this Article can only be given once Employee complete the minimum term of Employment (one year) as stated in Article 2.04. No notice would be acceptable before completion of minimum period of Employment. If the employee leaves in between agreed term to be served, it amounts to the employee leaving the company without the permission of the company and in such case the employee shall be liable to pay liquidated damages and any other damages as incurred by the Company. Company has all the rights to declare the employee as absconding from work and appropriate legal action could be taken by the Company.

**2.04 Minimum term of Employment.** Employee agrees and understand that by signing this agreement he/she binds himself/herself to serve the Company for a period of complete one year. In case Employee leaves the Company before completing the minimum term of Employment(one year),the Employee shall be liable to pay Company an amount of Rs.\$1,000(One thousand dollar only) or an amount equal to two months' salary, whichever is greater.

### **ARTICLE 3**

#### **Compensation and Benefits**

As compensation for all services to be rendered pursuant to this Agreement to or at the request of Company, Company agrees to pay Employee a salary as decided at the time of interview. The Salary set forth hereinabove shall be payable in accordance with the regular payroll practices of the Company or as discussed during the time of appointment or interview.

The standard workweek will be Monday through Friday. Saturday and Sunday will be fixed off. Company reserve all the rights to change workweek and fixed off at any time without any advance notice. During the term of this Agreement, the Employee shall devote as much of his/her productive time, energy and abilities to the performance of his/her duties hereunder as is necessary to perform the required duties in a timely and productive manner but not less than 40 hours per week. Depending on the nature of the work schedule the standard work hours may be different for employees in some functions or practices.

Employee will be entitled to those holidays and leaves as mentioned in the Company's policy. Employee will be on Probation period for 3 months. During probation period there will be no paid leaves and any leave would lead to loss of pay. More than two (2) leaves without any notice to the Company may result in termination of the Employment. Confirmation of Employee is subjected to the terms and conditions as mentioned in the company's policy. Company reserve right to withdraw employment offer or compensation at any time without any advance legal notice to the Employee.

### **ARTICLE 4**

#### **Duties, Responsibilities and Outside Activities**

During the term of this Agreement Employee agrees to remain loyal, to comply with Company policies, to avoid conflicts of interest, to direct to Company all business opportunities that may reasonably be of interest to Company and to not engage in any other employment or outside business activity or acquire any proprietary interest in any venture whose activities are similar to the services provided by the Company, which may in the sole determination of the Company, be considered to compete with Company or be potentially detrimental to Company. Employee shall not discuss the terms of this Agreement and shall refrain from either directly or indirectly soliciting or attempting to solicit the business of any client or customer or vendor of Company for his own benefit or that of any third person or organization, and shall refrain from either directly or indirectly attempting to obtain the withdrawal from the employment by Company of any other employee of or consultants to Company. Employee shall not divulge directly or indirectly any financial or other Confidential or Proprietary Information relating to Company or any of its



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**Herndon, VA 20171**

affiliates or clients to any person whatsoever. Employee shall render such services as are assigned by Company to or on behalf of Company, its clients and vendors. Company shall have the right to determine the hours when the Employee shall perform his/her duties. Notwithstanding any other provision of this Agreement to the contrary of, upon termination of this Agreement, Employee will not disclose this Agreement to any new employer, individual or entity or to any of the employee of the Company.

## **ARTICLE 5**

### **Non-Competition and Non-Solicitation**

5.01 **Non-Competition.** In order to induce Company to enter into this Agreement, Employee further agrees not to be employed by any Company client, vendor, end-user, customer, middle vendor or any party to which Employee worked with and/or learned of in the course of providing services under this Agreement. Employee agrees that for a period of two (2) years following the termination of the Employee's employment Employee shall not directly or indirectly, on behalf of any individual or entity, to solicit, accept or divert any employment, business, Company contracts or make any contacts with any client, vendor, end-user, customer, middle vendor or otherwise take away from the Company any business the Company had or was actively soliciting during the Employee's engagement during the aforesaid time period. Employee agrees that all clients, vendors, end-users, customers and middle vendors are the property of Company and shall remain with Company after Employee's employment terminates regardless if Employee introduced or brought into Company prior to, during or at the time of Employee's employment the aforesaid clients, vendors, end-users, customers and middle vendors. This paragraph shall survive the termination or expiration of this Agreement. Employee hereby agrees that these covenants are reasonable.

5.02 **Non-Solicitation.** In order to further induce Company to enter into this Agreement, Employee agrees that during Employee's employment with Company and for three (3) years thereafter Employee will not directly or indirectly induce or attempt to induce any customer, employee, client, supplier or business relation of Company to cease doing business with Company, or in any way interfere with relationships between these parties and Company or hire, retain, or attempt to hire or retain, or induce or attempt to induce to leave their employment or terminate their contracts with Company, or in any other way interfere with the relationship between Company and any of its employees or contractors. This paragraph shall survive the termination or expiration of this Agreement. Employee hereby agrees that these covenants are reasonable.

5.03 **Remedies.** Employee agrees that Company would suffer irreparable harm from a breach of any of the covenants or agreements contained in this Article 5. In the event of an alleged or threatened breach by Employee of any of the provisions of this Article 5, Company may, in addition to all other rights and remedies existing in its favor, apply to any court of competent jurisdiction for specific performance and/or injunctive or other relief in order to enforce or prevent any violation of provisions hereof. In the event of an alleged breach or a violation by Employee of any of the provisions of this Article 5, the restricted period shall be extended by a period equal to the length of the violation of this section. Employee agrees that this restriction is reasonable.

5.04 **Liquidated Damages.** Employee agrees if Employee breaches Article 5.01 and/or 5.02, Employee shall pay liquidated damages in the amount of USD \$8,500.00 only and any other loss as incurred by the Company.



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**13800 Coppermine Rd,**  
**Herndon, VA 20171**

## **ARTICLE 6**

### **Confidentiality**

6.01 Information Concerning this Agreement, The Employee agrees that the Employee shall not disclose any of the terms or provisions of this Agreement to third parties without the prior written consent of the Company.

6.02 Confidential and Proprietary Information. Employee agrees that all Confidential and Proprietary Information, learned during the Employee's employment, whether or not in writing, of the Company, the Company's vendors and/or the Company's clients is secret and shall not be disclosed. Confidential and Proprietary Information shall mean but is not limited to, any information relating to and including trade programs, client lists, client contacts and requirements, end-user data, middle vendors, customers, referral lists, consultant lists, employee lists, vendors, suppliers, business information, strategic plans, business dealings, ideas, processes, designs, discoveries, inventions, improvements, concepts, methods, common procedures, techniques, written material, know how not generally known in the trader industry, company records, protocols, programs and other similar information that is part of the Company. Employee agrees that all Confidential and Proprietary Information is the property of the Company and/or the Company's clients, end-users or vendors. The Employee agrees that the Employee's obligation to treat all Confidential and Proprietary Information as secret shall survive the termination of the Employee's engagement at Company. Employee will not remove any of Company's materials or information outside of Company premises including electronic transfer. Employee will not e-mail, mail or share Company information with any third parties outside of the Company, including but not limited to friends, family or any other person that is not associated with the Company. In the event of the Employee's termination from the Company, the Employee shall return within twenty-four (24) hours of Employee's termination any and all confidential and proprietary information in Employee's possession, custody or control.

6.03 Social Network Restriction. Employee hereby acknowledges and agrees to comply with Company policies and any use by Employee of multi-media, Linked-In and other social networking websites, blogs and wiki applicable should be limited to professional use only. Employee also agrees not to engage in social forums at any time with present or former Company personnel or with any third person in a manner which is detrimental to Company, its officers, its management, its employees or its business.

6.04 Remedies. Employee agrees that Company would suffer irreparable harm from a breach of any of the covenants or agreements contained in this Article 6. In the event of an alleged or threatened breach by Employee of any of the provisions of this Article 6, Company may, in addition to all other rights and remedies existing in its favor, apply to any court of competent jurisdiction for specific performance and/or injunctive or other relief in order to enforce or prevent any violation of provisions hereof. In the event of an alleged breach or a violation by Employee of any of the provisions of this Article 6, the restricted period shall be extended by a period equal to the length of the violation of this section. Employee agrees that this restriction is reasonable.

6.05 Non-Disparagement. Employee agrees he/she will not, in any communication with any third person or entity or any third-party media outlet, make any derogatory, disparaging or critical negative statements against Company, any of its officers, management, and or current or former employees of Company.



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**Herndon, VA 20171**

## **ARTICLE 7**

### **Additional Obligations**

7.01 Employee acknowledges that the foregoing restrictions on competition are fair and reasonable, given the nature and geographic scope of Employer's business operations and the nature of Employee's position with Employer. Employee also acknowledges that while employed by Employer, Employee will have access to information that would be valuable or useful to Employer's competitors, and therefore acknowledges that the foregoing restrictions on Employee's future employment and business activities are fair and reasonable.

7.02 Employee agrees that he/she shall not have any right, title or interest in or to any work produced or modified by him/her pursuant to this agreement or any development, improvement, idea, modification and invention conceived of or reduced to practice by him/her individually or in conjunction with other employees or Receiving Parties of Company, which relate to the business of Company and which are discovered, developed or worked on by him/her during his/her employment or other association with Company (collectively, the "Work Product"). Employee agrees that the Work Product shall be and remain the sole and exclusive property of Company. Employee specifically agree that the Work Product and all copyrightable material generated or developed for Company under this agreement shall be considered "works for hire" and that such material shall, upon creation, be owned exclusively by Company. To the extent that any such material, under applicable law, may not be considered works for hire, Employee hereby irrevocably transfers, assign and convey to Company the exclusive copyright ownership in such materials, without the necessity of any further consideration, and Company shall be entitled to obtain and hold in its own name all copyrights in respect of such materials, to the fullest extent that law permits. If and to the extent Employee may, under applicable law, be entitled to claim any ownership interest in the Work Product, Employee hereby transfers, grants, conveys, assigns and relinquishes to Company all right, title and interest in and to such materials, under patent, copyright, trade secret, and trademark law, in perpetuity or for the longest period otherwise permitted by law.

7.03 Reasonable Restriction. If, at the time of enforcement of any of the provisions of Articles 5, 6 and/or 7, a court holds that the restrictions stated therein are unreasonable under the circumstances then existing, Employee and Company agree that the maximum period, scope or geographical areas reasonable to a court under such circumstances shall be substituted for the stated period, scope or area.

## **ARTICLE 8**

### **Miscellaneous**

8.01 Governing Law. This Agreement has been executed and delivered in and shall be interpreted, construed and enforced pursuant to and in accordance with the laws of the state of Virginia, without effect through conflicts of law.

8.02 Assignment. No Assignment of this Agreement or the rights and obligations here under shall be valid without the prior written consent of the Company.

8.03 Waiver of Breach. The waiver by either party of a breach or a violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or other provision hereof.



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**Herndon, VA 20171**

8.04 Attorney's Fees & Costs. In the event of any action arising from or related to this Agreement, the Employee shall be liable and pay to the Company the reasonable attorney's fees and costs incurred by the Company in connection with such litigation if a court determines that the Employee has breached this Agreement.

8.05 Representations and Warranties. In case any information furnished by Employee either in Employee's application for employment or during the selection process is found to be incorrect/false, and/or if it is found that Employee have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate Employee's services anytime without notice or compensation in lieu of notice.

8.06 Personal Jurisdiction. Any and all actions arising out of or related to this Agreement and the employment relationship between Company and Employee shall be filed and venue in New Delhi. The Employee agrees that he/she understands that the Employee will be required to defend and litigate any action arising from or related to this Agreement and Employee's Employment subject to the jurisdiction of courts of law at New Delhi, India.

8.07 Severability. In the event any provision or any part thereof of this Agreement is held to be unenforceable for any reason, such determination shall not affect the remainder of the provision or this Agreement, which shall remain in full force and effect and enforceable in accordance with its terms. In the event of the invalidity of a provision or any part thereof, the parties hereto hereby agree to accept a provision that reflects as closely as possible the intention of the invalid provision that does not offend any law. Furthermore, if there is any change in applicable law such that this Agreement is otherwise interpreted as violating applicable laws, rules or regulations, the parties will restructure this Agreement so that this Agreement is in compliance with existing laws and to the extent possible, the restructure Agreement will reflect the same substantive terms as this Agreement.

8.08 Ambiguities. This Agreement was the subject of review by both parties, with full opportunity to consult counsel. Accordingly, unless otherwise stated herein, any ambiguities herein shall not be interpreted against the interest of the party that drafted the Agreement or the alleged ambiguous provision.

8.09 Amendments and Agreement Execution. No amendment or modification of this Agreement shall be binding unless it is in writing signed by the parties hereto.

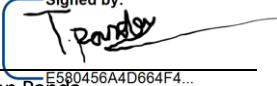
8.10 Entire Agreement. This Agreement supersedes all previous contracts, letters and other documents and constitutes the entire Agreement between the parties.

8.11 Headings. All headings set forth in this Agreement are intended for convenience only and shall not control or affect the meaning, construction or effect of this Agreement.

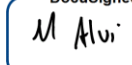
8.12 Effective Date & Deduction from Compensation. This Agreement shall be effective at the time it is signed by all parties. Employee authorizes Company to deduct from any and all compensation and/or monies due to Employee from Company and any and all allowable relocation expenses and advances.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement.

**Employee**

Signed by:   
 Signature: \_\_\_\_\_  
 Name Trilochan Panda  
 Date: 23-Jul-2024

**Largeton Inc.**

DocuSigned by:   
 Signature: \_\_\_\_\_  
 Name & Title: Alvi – Head Human Resource  
 Date: 23-Jul-2024



Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

## End of Employment Notification

1 message

Mohd Ilyas Alvi &lt;alvi@largeton.com&gt;

Sat, Aug 31, 2024 at 2:40 AM

To: Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

Cc: ram &lt;ram@largeton.com&gt;, Ashutosh Tripathi &lt;atripathi@largeton.com&gt;, Vivek Naidu &lt;vivek@largeton.com&gt;

Hi Trilochan,

We are sorry to inform you that your employment with us as a **BDM (IT)** terminated on **29 Aug 2024** effective immediately and your last working day was 29 Aug 2024.

You will receive your full and final payment upon return of the company's properties to the HR department if any within 45 days.

Thank you for your contribution during your tenure with us and wish you all the best in your future endeavours.

*Regards;*

**M. Alvi**

**Head H.R | Tel : (571)-507-0382**

**Largeton Inc.**

13800 Coppermine Rd, Herndon VA 20171

Disclaimer: We respect your online privacy, If you are not interested in receiving our e-mail, then please reply with "unsubscribe" in the subject line. Largeton is an equal opportunity employer. There is no discrimination based on race, color, religion, sex, national origin, age, disability, or any other protected status. If you believe you have been treated unfairly, please contact our HR department at [hr@largeton.com](mailto:hr@largeton.com).



Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

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**Urgent Request for Salary Disbursement !!**

1 message

---

**Trilochan Panda** <trilochanpanda1986@gmail.com>  
To: Ram <ram@argeton.com>

Tue, Sep 3, 2024 at 11:05 AM

Dear Sir,

Good Morning.

As per our discussion on August 30th, I ceased working as per your instructions. I understand the challenges the business is facing, particularly with the downturn in the market, and I agreed to halt my work on the projects you mentioned, despite the personal difficulties this decision would cause.

I have been dedicated to this organization for the past year and ten months, always respecting your decisions. You assured me that my salary for August 2024, which was already processed, would be credited by Monday, September 2nd. However, while my colleagues received their payments on time, I have yet to receive mine. Despite multiple attempts to reach out to HR (Alvi), I have received no response.

When I contacted Vivek Sir, I was informed that I need to submit my company laptop before my salary would be processed as part of the Full and Final settlement. This situation is particularly concerning given that I was not provided with prior notice of termination, nor have I received an experience letter.

I must stress that my livelihood heavily depends on my salary, and the delay is causing significant hardship for my family and me. I trusted in the commitments made, and had I been aware of this situation, I might have reconsidered rejoining the organization.

I respectfully request that my salary for August 2024, including the five days worked in April, totaling approximately ₹10,000/-, be credited to my account immediately. Your prompt attention to this matter would be greatly appreciated.

**Thank you for your understanding and support.**

**Kind Regards,  
Trilochan Panda**





Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

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**Resignation Letter - Business Development Manager !!**

1 message

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**Trilochan Panda** <trilochanpanda1986@gmail.com>

Wed, Sep 4, 2024 at 10:24 PM

To: hr@argeton.com

Cc: Ram &lt;ram@argeton.com&gt;

Dear HR,

I hope this message finds you well.

I am writing to formally resign from my position as Business Development Manager (IT) at Largeton Inc., effective immediately, following the verbal communication regarding the closure of the project due to market downturns, which I understand was the basis for the termination of my employment.

I want to express my gratitude for the opportunities I have had during my time at Largeton Inc. and for the support I received from you and the team. It has been a valuable experience, and I appreciate all the learning and growth opportunities provided to me.

I kindly request that you send me an acceptance of my resignation and an experience letter for my future job references.

Thank you once again for everything, and I wish the company continued success in the future.

Sincerely,  
Trilochan Panda





Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

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**Urgent: Concerns Regarding Project Closure and Salary Delay !**1 message

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**Trilochan Panda** <trilochanpanda1986@gmail.com>

Wed, Sep 4, 2024 at 3:49 AM

To: Ram &lt;ram@argeton.com&gt;

Cc: hr@argeton.com

Dear Sir,

I would like to express my concerns regarding the recent decision to close the project. When you informed me that the market was down and subsequently halted my work, it came as a significant surprise, especially considering the timing of the announcement at the end of the month.

Given that my salary was expected within the next 1-2 days, it was natural that I anticipated receiving it. This sudden change has left me in a challenging position, particularly because I have financial obligations such as rent, my children's school fees, my Emi's, bills and other essential expenses.

You had committed the salary to be credited by 2nd September, I received an email stating that the final settlement would only be processed after 45 days. This delay is causing me considerable concern as I now face the prospect of not being able to meet my basic needs for the entire month.

This situation is deeply worrying as it leaves me with no means to cover my bills or other necessary expenses. I had hoped for better communication and transparency regarding such critical decisions, as it would have allowed me to plan accordingly.

If this decision had been communicated earlier, I would have reconsidered rejoining the company. The abruptness of this decision feels quite unsettling, and I request your understanding of the difficult position this has placed me in.

Sincerely,  
Trilochan Panda



Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

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**Urgent Request for Salary, Resignation Acceptance, and Experience Letter !!**

1 message

---

**Trilochan Panda** <trilochanpanda1986@gmail.com>

Thu, Sep 5, 2024 at 5:32 AM

To: Ram &lt;ram@argeton.com&gt;

Cc: hr@argeton.com

Dear Sir,

I hope this message finds you well. As per our earlier discussion, I have submitted my resignation, which also includes my request for its acceptance. I kindly request you to process this at your earliest convenience, along with the experience letter. These documents are crucial for me to present in future job interviews, and I would greatly appreciate your prompt assistance so I can proceed with my job search without any delays.

Additionally, I am writing to request an urgent release of my pending salary, which I requested even yesterday. Despite waiting throughout the day, the salary has not been credited. As I had worked the full month, I was relying on it for essential payments such as rent, bills, and EMI, which are now overdue. I'm facing financial difficulties and hope you can understand the urgency of my situation.

Regarding the company laptop, I have been informed that the courier will cost ₹1800. Kindly include this amount with my salary, and I will ensure the laptop is returned to you as soon as possible.

I humbly request that my salary be credited by tomorrow, September 5th, so I can meet my financial obligations. Your timely help in this matter would greatly relieve the pressure I am currently facing.

Thank you for your understanding and support.

Sincerely,  
Trilochan Panda



Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

## Immediate Request for Payment of Dues, Experience Letter, and Resignation Acceptance !!

1 message

Trilochan Panda &lt;trilochanpanda1986@gmail.com&gt;

Mon, Sep 9, 2024 at 5:29 PM

To: hr@argeton.com

Cc: Ram &lt;ram@argeton.com&gt;

Dear HR (Largeton INC.),

I hope this message finds you well. I am writing to formally request the following outstanding items, which are due to me as per my employment agreement with Largeton Inc.:

- 1. Unpaid Wages:** My total due wages from 1st August, 2024 remain unpaid, along with due for 5 days since April, 2024 despite multiple attempts to reach out.
- 2. Experience Letter:** I request an official experience letter documenting my tenure and contributions to the company.
- 3. Resignation Acceptance:** Please provide a formal resignation acceptance letter confirming my release from the company.

It has been 11 days since my termination, and I have received no considerable response or communication regarding these matters. **As per the Payment of Wages Act, 1936 and my employment agreement, it is mandatory for the company to settle wages within two working days of termination. Failure to do so is a violation of the law.**

I kindly request that all dues, along with the necessary documentation, be settled and provided to me before **12:00 AM, August 10th, 2024**. If I do not receive the payment and documentation by this deadline, I will have no choice but to initiate legal proceedings to resolve the matter, including filing complaints with the appropriate labor authorities and pursuing legal action for the recovery of unpaid wages, as well as penalties and damages as allowed by law.

I trust we can resolve this matter amicably and promptly. Please let me know if you require any further details to expedite this process.

Looking forward to your immediate response.

Sincerely,  
Trilochan Panda



Trilochan Panda <trilochanpanda1986@gmail.com>

## Immediate Request for Payment of Dues, Experience Letter, and Resignation Acceptance !!

4 messages

Trilochan Panda <trilochanpanda1986@gmail.com>

9 September 2024 at 17:29

To: hr@argeton.com

Cc: Ram <ram@argeton.com>

Dear HR (Largeton INC.),

I hope this message finds you well. I am writing to formally request the following outstanding items, which are due to me as per my employment agreement with Largeton Inc.:

- 1. Unpaid Wages: My total due wages from 1st August, 2024 remain unpaid, along with due for 5 days since April, 2024 despite multiple attempts to reach out.**
- 2. Experience Letter: I request an official experience letter documenting my tenure and contributions to the company.**
- 3. Resignation Acceptance: Please provide a formal resignation acceptance letter confirming my release from the company.**

It has been 11 days since my termination, and I have received no considerable response or communication regarding these matters. **As per the Payment of Wages Act, 1936 and my employment agreement, it is mandatory for the company to settle wages within two working days of termination. Failure to do so is a violation of the law.**

I kindly request that all dues, along with the necessary documentation, be settled and provided to me before **12:00 AM, August 10th, 2024**. If I do not receive the payment and documentation by this deadline, I will have no choice but to initiate legal proceedings to resolve the matter, including filing complaints with the appropriate labor authorities and pursuing legal action for the recovery of unpaid wages, as well as penalties and damages as allowed by law.

I trust we can resolve this matter amicably and promptly. Please let me know if you require any further details to expedite this process.

Looking forward to your immediate response.

Sincerely,  
Trilochan Panda

hr . <hr@argeton.com>

18 September 2024 at 22:56

To: Trilochan Panda <trilochanpanda1986@gmail.com>

Cc: Ram <ram@argeton.com>, Vivek Naidu <vivek@argeton.com>

Hello Trilochan,

This is in reference to your **Full & Final (F&F)** settlement and the return of company equipment. Please be informed that your F&F payment will be processed within 45 days. However, as per company policy, the return of company equipment is a prerequisite for the release of this payment.

Despite several reminders, we have not yet received the equipment issued to you during your employment. Kindly ensure that you return the equipment by **20th September**. Should we not receive a response or the equipment by this date, rental charges of ₹2,500 per month will apply and be deducted from your F&F settlement.

Please treat this matter as urgent and confirm the return of the equipment at the earliest.

Thank you for your attention to this matter.

Thanks

HR Team

[Quoted text hidden]

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hr . <hr@largeton.com>

18 September 2024 at 23:53

To: Trilochan Panda <trilochanpanda1986@gmail.com>

Cc: Ram <ram@largeton.com>, Vivek Naidu <vivek@largeton.com>

Hi Trilochan,

Kindly ignore the previous email, please find the email below.

This is in reference to your **Full & Final (F&F)** settlement and the return of company equipment. Please be informed that your F&F payment will be processed within 45 days. However, as per company policy, the return of company equipment is a prerequisite for the release of this payment.

Despite several reminders, we have not yet received the equipment issued to you during your employment. Kindly ensure that you return the equipment by **20th September**. Should we not receive a response or the equipment by this date, rental charges of ₹1,500 per Day will apply and be deducted from your F&F settlement.

Please treat this matter as urgent and confirm the return of the equipment at the earliest.

Thank you for your attention to this matter.

[Quoted text hidden]

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hr . <hr@largeton.com>

30 September 2024 at 19:15

To: Trilochan Panda <trilochanpanda1986@gmail.com>

Cc: Ram <ram@largeton.com>, Vivek Naidu <vivek@largeton.com>

Hello Trilochan,

This is a reminder regarding the return of the company equipment issued to you during your employment and your Full & Final (F&F) settlement. As per our previous communication, the equipment was to be returned by **20th September**. Since we have not received the equipment by the stated deadline, a rental charge of ₹1,500 per day has been accruing from **21st September** in accordance with company policy.

As of today, the total rental charge has accumulated to **₹15,000**, which will be deducted from your F&F settlement. Please note, the daily rental charges will continue to accumulate until the equipment is returned. We strongly advise you to return the equipment as soon as possible to avoid further deductions.

To expedite the process, kindly arrange for the return of the equipment immediately. If you have already returned the equipment or made arrangements, please provide us with the tracking details.

Failure to resolve this matter promptly may result in additional deductions from your settlement.

We appreciate your urgent attention to this issue.

Thanks  
HR Team

[Quoted text hidden]



Trilochan Panda <trilochanpanda1986@gmail.com>

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## Final Demand for Immediate Settlement of Dues and Compensation for Unlawful Termination !!

1 message

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Trilochan Panda <trilochanpanda1986@gmail.com>

19 October 2024 at 15:21

To: hr@largeton.com

Cc: Ram <ram@largeton.com>, Atripathi <atripathi@largeton.com>, vivek@largeton.com

Dear (HR) Largeton INC.,

This email serves as a formal and final demand for the immediate settlement of my outstanding dues of Rs. ₹75,000/- to be paid no later than October 25, 2024. Should this demand not be met in full by the stated deadline, I will refuse the pending amount and initiate legal proceedings to recover the ₹75,000/- along with my full salary for May and June 2024, during which I was unjustly deprived of employment. Additionally, I will seek three months' salary as compensation for the unethical and unlawful termination of my employment, which has caused me significant financial and personal hardship.

For the record, I was employed by Largeton INC. (USA office: 13800 Coppermine Rd, Herndon, VA 20171) and its Indian counterpart, Largetech Solutions Pvt. Ltd. (Office #502, Plot #C-56A/16, Sector-62, Noida, Uttar Pradesh-201309), starting from November 15, 2022. In March 2024, I was granted permission by the company to work remotely from my hometown in Jajpur, Odisha, due to my wife's severe illness. After working for five days in April 2024, I had to pause work due to her hospitalization. This was communicated and approved by the Managing Director (Mr. Ram Dasari)

Despite being ready to resume work in May 2024, my attempts to contact the company via email, calls, and messages were completely ignored. My resignation, submitted formally in June 2024, also went unacknowledged. The company's failure to respond, coupled with the lack of an official resignation acceptance or employment documentation, left me in a state of forced unemployment during April, May, and June 2024.

On July 8, 2024, I was suddenly offered reemployment and resumed work on July 9, 2024. While I received my salary for July, the company did not compensate me for the five days worked in April, as previously agreed upon.

On August 30, 2024, I was abruptly informed to stop working with immediate effect, without any prior notice or just cause. Although I was assured that my salary would be processed by September 2, 2024, this promise was not honored. Other employees received their payments, while mine was unlawfully withheld. On August 31, 2024, I received an email retroactively terminating my employment effective August 29, 2024, with no prior notice or formal process, further exemplifying the company's unethical conduct. Despite my repeated requests for clarification, salary, and settlement, all of my communications have been ignored.

As of today, it has been 49 days since my termination, far exceeding the 45-day deadline promised for the settlement of my dues. The company's failure to address this matter has caused me severe financial distress, including missed loan payments and an inability to meet basic obligations, all of which I hold Largeton INC. and Largetech Solutions Pvt. Ltd. directly responsible for.

This unethical and unlawful termination, the withholding of my salary, and the company's complete disregard for professional obligations have left me with no choice but to take appropriate legal action if my dues are not settled in full by October 25, 2024. In addition to the ₹75,000 owed, I will pursue full compensation for the months of May and June 2024 and demand three months' salary as a penalty for the damages caused by this unjust termination.

I urge you to take immediate action to settle this matter and avoid further escalation. Should the company fail to meet the stated deadline, I will have no hesitation in pursuing legal remedies to claim all amounts owed, along with damages.

This is my final communication on this matter. I expect an immediate response and resolution.

Sincerely,  
Trilochan Panda





Ram Sir Largetech



Please release the salary today and give me some time by end of the week by Friday I Will send you the laptop through courier. I will ask how much will it cost and also let you know the amount. Also please send me letter which I can show to other company i also need a job ASAP may be in 10- 15 days I am comming to Delhi.

7:10 am ✓✓

Aap ko pata hai 2 saal me kabhi paese ki baat itna ni Kiya aap se job wife hospital me thi tab bhi aap ko biswas ni tha aap ko laga ki me shyad jhut bol raha tha

7:12 am ✓✓

Hi Trilochan 9:50 pm

Hello sir 9:57 pm ✓✓

Good morning 9:57 pm ✓✓

Sorry I didn't see your message 9:57 pm ✓✓

I was sleeping 9:57 pm ✓✓

will u in 15 mins, just got into another call 9:57 pm

Ok 9:58 pm ✓✓

Call me when you free 9:58 pm ✓✓





Ram Sir Largetech



02/09/2024

Hello sir 9:49 pm ✓✓

Good morning 9:49 pm ✓✓

Sir, can I call you now are you available? 10:59 pm ✓✓

03/09/2024

Sir, You asked me to call the other day. I think you had something to discuss. So I called you it seems like you occupied. Please let me know when we can talk. 12:13 am ✓✓

One more thing sir, I think everyone got salary but I didn't get my salary yet. Let me know if I will get it tomorrow. I am completely empty handed. Really need it sir please help me. Good night 12:17 am ✓✓

I will call u tomorrow morning, I got sick for last two days .. looks covid 6:58 am

Oh my god, am sorry to hear that 6:59 am ✓✓

Sir , still covid exist in USA ? 7:00 am ✓✓



Ram Sir Largetech



Please take care 7:02 am ✓✓

Hello Sir,

Good Morning.

Following our discussion on August 30th, I stopped working as instructed. You assured me that my August salary would be credited by September 2nd, but I have yet to receive it, while others have.

I have tried reaching out to HR without success. I have now been informed by Vivek sir that I need to return my company laptop before my salary is processed. This delay is causing severe financial hardship for me and my family.

I urgently request that my August salary, including the 5 days worked in April(₹10,000/-), be credited to my account immediately.

Please address this matter without further delay.

Thank you for your support.

Thanks,  
Trilochan

11:14 am ✓✓





Ram Sir Largetech



Hello sir 7:05 pm ✓✓

Good morning 7:05 pm ✓✓

Sir , I wanted to talk to you 7:06 pm ✓✓

Please call me when you available 7:06 pm ✓✓

Today 7:06 pm ✓✓

Urgent Please! 7:06 pm ✓✓

Sure will call u 7:54 pm

Sir, please call me 9:07 pm ✓✓

04/09/2024

Sir, Can we talk now ? 2:57 am ✓✓

I am really concerned about the recent decision to close the project. When you told me the market was down and stopped my work, it was a big surprise, especially since it was announced at the end of the month.





Ram Sir Largetech



I was expecting my salary in the next 1-2 days, so I naturally thought I would receive it. This sudden change has put me in a tough spot because I have to pay rent, my children's school fees, EMIs, bills, and other essential expenses.

You said that the salary would be credited by September 2nd, but later I received an email saying that the final payment will only be processed after 45 days. This delay is really worrying me because I don't know how I will cover my basic needs for the entire month.

I am stressed because I don't have the money to pay m...[Read more](#) 3:56 am ✓✓

Bhai u again started messaging and emails .. don't get panic .. just wait for my call

3:58 am

Sure sir , I am waiting for your calls. Thank you 4:00 am ✓✓

Sir, please let me know if I will get the salary today? Sir mujhe paese ki Bahut jyada need hai. I am literally stressed and panic.

6:20 am ✓✓

Aap ne bola aur baat bhi ni kee 6:21 am ✓✓

I was waiting the whole night for your response. 6:22 am ✓✓

Yes u will get salary , why u think so 6:59 am





Ram Sir Largetech



They told u didn't return ur laptop, also u have not resigned as we discussed.

7:00 am

Pl ship the laptop today

7:00 am

It will be full and final , so not regular pay check

7:00 am

Tell me one employee, who didn't get paid

7:00 am

Do ur part, it's almost 4 days, they told no sign of laptop , they are responsible at the end

7:01 am

I did work with you 1 year and 10 months. Always i spoke with you in every regards. Do you think that I will keep your laptop

7:02 am ✓✓

Then it hurts when you say after getting the laptop salary Will be processed.

7:04 am ✓✓

Sir you spoke me that everything and you could have told me about this as well. What is the point of saying all this and putting the salary on hold.

7:06 am ✓✓

Sir, it is a 2 years relationship with you you know what kind of person I am

7:06 am ✓✓



Ram Sir Largetech



Call? 11:58 pm

05/09/2024

Sir, wait Kiya tha fir me so Gaya 15 minutes aap bolethe .. 4:43 am ✓✓

Sir, As discussed I have submitted my resignation and kindly request its acceptance along with my experience letter. Also, my salary has not been credited yet, and I am facing financial difficulties. Please process the payment by tomorrow, which is 5th of September 2024, including ₹1800 for the laptop to send through courier, and please give me some time so I can return it promptly. Your urgent assistance is much appreciated.

Thank you for your support.

5:40 am ✓✓

Sir, my salary has not been processed yet.

I am facing many issues due to the delay in payment, as mentioned earlier.

I submitted my resignation as per our discussion, but have not received any response for acceptance or the experience letter.

I will send the laptop once I get a response. I also need the money for the laptop, as I mentioned before.





Ram Sir Largetech



Kindly let me know your decision.

11:38 pm ✓✓

I am really shocked that a person like you could do this and that to me, who has always been a well wisher for the company.

11:42 pm ✓✓

I am really broke and disappointed after this happens to me.

Thanks !!

11:45 pm ✓✓

06/09/2024

Sir, I am still waiting for the salary. 5:47 pm ✓✓

Sir , Aapne pareshan kardiya mujhe 7:56 am ✓✓

Itna request karne k baad na salary, na resignation acceptance na koi letter kuchh nhi Diya aapne

7:57 am ✓✓

Job bhi ni kar paa Raha hu na me aapna koi bhi obligation fullfill kar pa Raha hu

7:58 am ✓✓

Mene rent bhi ni diya sare bill , emi fail ho gaya aapki ye decision k baje se

7:59 am ✓✓

Aap ne ye bilkul bhi ni socha ki me ek family wala hu aur meri kitni







Ram Sir Largetech



7:59 am ✓✓

Aap ne ye bilkul bhi ni socha ki me ek family wala hu aur meri kitni responsibility hai

8:00 am ✓✓

I can't even feed my family just because of a silly decision of yours

8:02 am ✓✓

Remember Karma, which always returns back.

8:04 am ✓✓

Thank you

8:04 am ✓✓

It seems like you kicked me on my stomach, I have never ever felt such experience in any of the companies i worked before.

8:07 am ✓✓

I am shocked you could take such disgusting action !!

8:13 am ✓✓

TUESDAY

I am requesting for the last time to release my salary, because I am really having financial stress. Because of you all my bills and emi's have been failed. Could not pay rent, school fees, Tution fees for my kids and unable to do my other expenses along with me my family and kids are also stressed. I really don't want to put the matter into trouble. Kindly pay me what ever my salary and finish this matter right away and I will send your laptop back ASAP.

Thank you

7:21 pm ✓✓



Trilochan Panda <trilochanpanda1986@gmail.com>

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## Re: Response to Offer Revocation !!

1 message

---

**Trilochan Panda** <trilochanpanda1986@gmail.com>

29 January 2025 at 11:44

To: Rabiya Ali <RabAli\_ext@cocolevio.com>

Cc: Arun Kumar Saxena <aksaxena\_ext@cocolevio.com>, Ayssa Salinas <Ayssa@cocolevio.com>, Nnamdi Orakwue <nnamdi@cocolevio.com>, Shola Aluko <shola.a@cocolevio.com>, Jay Meiron <jaym@cocolevio.com>

Dear Rabiya,

I hope you are doing well.

Thank you for sharing the update regarding the offer. While I am, of course, disappointed, I completely understand that these decisions are not made lightly. I truly appreciate the time and effort you and your team invested in the process.

Although the outcome is not what I had hoped for, I am grateful for the opportunity to have connected with your organization. I am also open to any feedback you may have, as I value continuous learning and improvement.

I wish you and the team all the very best, and I hope our paths may cross again in the future.

**Warm regards,  
Trilochan Panda**

On Mon, 27 Jan 2025 at 16:54, Rabiya Ali <[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)> wrote:

Hi Trilochan,

Following the reference check process, we have received feedback that has led us to reconsider our decision. As a result, we regret to inform you that we are revoking the offer extended to you.

Thank you for your time.

**Warm Regards,**

**Rabiya Ali**

Sr. HR Manager

Human Resource | Cocolevio – India USA

+918860733372

RabAli\_ext@cocolevio.com

www.cocolevio.com

Noida, Uttar Pradesh, India- 201301



**From:** Trilochan Panda <trilochanpanda1986@gmail.com>

**Sent:** 26 January 2025 05:49 PM

**To:** Rabiya Ali <RabAli\_ext@cocolevio.com>

**Cc:** Arun Kumar Saxena <aksaxena\_ext@cocolevio.com>; Ayssa Salinas <Ayssa@cocolevio.com>; Nnamdi Orakwue <nnamdi@cocolevio.com>; Shola Aluko <shola.a@cocolevio.com>; Jay Meiron <jaym@cocolevio.com>

**Subject:** Re: Request for Consideration on Joining Date !!

**Caution:** This is an external email and may be malicious. Please take care when clicking links or opening attachments.

Dear Rabiya,

Thank you for your update regarding the background verification process. I deeply appreciate your efforts in ensuring everything is in order.

I understand the importance of this process and have submitted all the required details promptly. If any specific information is still needed, please let me know, and I will address it immediately.

I am truly excited about joining **COCOLEVIO** and contributing to its success. I kindly request your consideration in **confirming my joining date of 3rd February 2025**, trusting in my commitment and readiness to begin this journey.

Thank you for your understanding and support. I look forward to starting and making a positive impact.

Warm regards,  
Trilochan Panda

On Fri, 24 Jan 2025 at 15:18, Rabiya Ali <[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)> wrote:

Hi Trilochan,

As discussed, your background verification process is still in progress. To expedite the process, kindly submit the required details to the background verification company at the earliest.

Due to the delay, we are postponing your joining date to **3<sup>rd</sup> February 2025** instead of **27<sup>th</sup> January 2025**, subject to the successful completion of your background check.

Thank you for your understanding

**Warm Regards,**

**Rabiya Ali**

Sr. HR Manager

Human Resource | Cocolevio – India USA

+918860733372

[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)

[www.cocolevio.com](http://www.cocolevio.com)



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**From:** Rabiya Ali  
**Sent:** 23 January 2025 06:15 PM  
**To:** Trilochan Panda <[trilochanpanda1986@gmail.com](mailto:trilochanpanda1986@gmail.com)>  
**Cc:** Arun Kumar Saxena <[aksaxena\\_ext@cocolevio.com](mailto:aksaxena_ext@cocolevio.com)>; Ayssa Salinas <[Ayssa@cocolevio.com](mailto:Ayssa@cocolevio.com)>  
**Subject:** RE: Submission of Completed Data Sheet !!

Hi Trilochan,

Thank you for sharing the data sheet. Additionally, I wanted to inform you that we've received a request from TraqCheck, an employment verification company. They've informed us that they're having difficulty reaching you via phone, which we've also experienced.

To facilitate your onboarding process, please respond to TraqCheck inquiry at your earliest convenience. This will enable us to complete your background verification, which is a prerequisite for your joining our team.

**Warm Regards,**

**Rabiya Ali**

Sr. HR Manager

[+918860733372](tel:+918860733372)

[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)



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**From:** Trilochan Panda <[trilochanpanda1986@gmail.com](mailto:trilochanpanda1986@gmail.com)>  
**Sent:** 23 January 2025 12:14 PM  
**To:** Rabiya Ali <[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)>  
**Cc:** Arun Kumar Saxena <[aksaxena\\_ext@cocolevio.com](mailto:aksaxena_ext@cocolevio.com)>; Ayssa Salinas <[Ayssa@cocolevio.com](mailto:Ayssa@cocolevio.com)>  
**Subject:** Re: Submission of Completed Data Sheet !!

**Caution:** This is an external email and may be malicious. Please take care when clicking links or opening attachments.

Dear Rabiya,

I hope this email finds you well.

Please find attached the completed Candidate's Data Sheet and PF Data Sheet as requested. Should you require any further details or clarification, feel free to reach out to me.

Thank you for your assistance, and I look forward to hearing from you regarding the next steps.

**Best regards,  
Trilochan Panda**

On Tue, 21 Jan 2025 at 16:49, Rabiya Ali <[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)> wrote:

Hi Trilochan,

Thank you for accepting the offer letter

**Please find the attached Candidate's data sheet + PF Data sheet . Kindly fill it and share by Monday for further processing.**

If you have any query, please let us know.

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On Wed, 15 Jan 2025 at 19:31, Rabiya Ali <[RabAli\\_ext@cocolevio.com](mailto:RabAli_ext@cocolevio.com)> wrote:

Hi Trilochan,

As discussed, kindly share your **last three months' salary slips** and **experience letter** by tonight to proceed with the next steps.

**Please note that this is a 5-days work-from-office job.**

**Warm Regards,**