



Nigamesh Ray &lt;nigamesh19@gmail.com&gt;

## URGENT: Formal Notice of Unfair Treatment, Salary Withholding & Legal Non-Compliance – Immediate Intervention Required

35 messages

Satguru HRD &lt;hrd@satgurutravel.com&gt;

Tue, Mar 24, 2026 at 7:56 PM

To: "nigamesh19@gmail.com" &lt;nigamesh19@gmail.com&gt;

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

- All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
- Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
- Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you.** Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
- Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
- Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.
- The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.
- Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
- We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

Nigamesh Ray &lt;nigamesh19@gmail.com&gt;

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

5:18 PM (2 hours ago)

**Regards  
HR Team**

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura, bichu, mitali.saraf, jivita.kuhikar, Mehul

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

Tue, Mar 24, 2026 at 8:34 PM

To: Satguru HRD <[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)>

Cc: Kunal Kumar <[kunal.kumar@satgurutravel.com](mailto:kunal.kumar@satgurutravel.com)>, Sudhanshu Mishra <[sudhanshu.mishra@satgurutravel.com](mailto:sudhanshu.mishra@satgurutravel.com)>, Shemeer Basheer <[shemeer.basheer@satgurutravel.com](mailto:shemeer.basheer@satgurutravel.com)>, pravith sugunan <[pravith.sugunan@satgurutravel.com](mailto:pravith.sugunan@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[prashant.joglekar@satgurutravel.com](mailto:prashant.joglekar@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[rfc.coo2@satgurutravel.com](mailto:rfc.coo2@satgurutravel.com)>, Legal Bzv <[legal.bzv@satgurutravel.com](mailto:legal.bzv@satgurutravel.com)>, Sampurna Saha <[sampurna.saha@satgurutravel.com](mailto:sampurna.saha@satgurutravel.com)>, Shahabaz Ansari <[shahabaz.ansari@satgurutravel.com](mailto:shahabaz.ansari@satgurutravel.com)>, Kaushik Rajan <[kaushik.rajana@satgurutravel.com](mailto:kaushik.rajana@satgurutravel.com)>, Aastha Modi <[aastha.modi@satgurutravel.com](mailto:aastha.modi@satgurutravel.com)>, Iqura Bichu <[iqura.bichu@satgurutravel.com](mailto:iqura.bichu@satgurutravel.com)>, Mitali Saraf <[mitali.saraf@satgurutravel.com](mailto:mitali.saraf@satgurutravel.com)>, Jivita Kuhikar Kuhikar <[jivita.kuhikar@satgurutravel.com](mailto:jivita.kuhikar@satgurutravel.com)>, Mehul Patil <[mehul.patil@satgurutravel.com](mailto:mehul.patil@satgurutravel.com)>

Dear HR Team,

I acknowledge receipt of your response. Thank you for responding after 3 months!

However, your reply is a blanket denial without addressing the core legal and contractual contradictions raised. I will therefore respond point-by-point for clarity and record.

### 1. Claim of “No Safety Threat / Harassment”

You state that no incident was found during your internal review.

Kindly provide:

- Copies of all statements recorded
- Names and designations of individuals involved in the inquiry
- The formal investigation report
- Relocating me to an alien land without proper support and predators in the vicinity without proof does that sound heroic?
- All the statements taken were from the offenders itself or someone who wasn't present there or is in favor of the offender.
- Still my claim remains valid because Satguru as an organisation failed to protect me and my safety and sanity.
- While your own employee [@shemeer.basheer@satgurutravel.com](mailto:@shemeer.basheer@satgurutravel.com) mentioned that drinking alcohol is not a big deal as they don't have any other mode of entertainment, which on the contrary means bullying and acting under intoxication.
- If you believe in undocumented proof then you have to believe in my statements too.

An internal inquiry without transparency, especially when conducted among the same individuals accused, cannot be treated as independent or credible.

### 2. Repatriation Justification (Mother's Request)

Your statement that my repatriation was based on my mother's request is deeply concerning.

- My employment contract is between myself and the company—not with my family members
- Any employment decision based on third-party communication, without my written consent, is arbitrary and procedurally invalid.
- My mother never received or read the employment clause.
- Her statement is valid too because she had no faith in Satguru and could stay in after seeing her son suffer in lack of supervision.

Kindly provide documented proof of:

- My written consent for repatriation
- Any formal notice issued to me prior to this decision

### 3. Salary & FNF Settlement

You claim that all dues are reflected in the Full & Final statement.

This is precisely the issue.

- Salary for 3 months remains unpaid
- An amount of ₹1,91,000 is shown as “paid” without actual disbursement.

Kindly provide:

- Bank transaction proofs for all payments claimed
- Detailed justification for each deduction

Without proof of payment, such entries are merely assertions.

### 4. Violation of Indian Labour Laws

You state compliance with Indian laws, which is contradicted by your practices.

- A **quarterly salary structure** was followed
- Under Indian labour standards and the Shops and Establishments Act, wages must be paid on a **monthly basis**

No internal policy or contract can override statutory law.

Kindly clarify how this deviation is legally justified.

### 5. Coercive Financial Recovery Model

Your structure effectively ensures:

- Employee works for months without salary
- Is repatriated/terminated before payment
- Is then subjected to recovery claims

If this is not the case, kindly provide:

- Policy documents governing such recoveries
- Legal basis for recovering funds from unpaid employees

### 6. Non-Response & Communication Record

You have stated that responses were provided.

Kindly specify:

- Dates and content of such responses addressing my key grievances
- Any written resolution provided
- It took 3 months for the HR department to reply to my email.

A general meeting (G-Meet) without a documented outcome does not constitute a resolution.

#### 7. Allegation of Delay in Complaint

You have termed my complaints as delayed.

Please note:

- Complaints raised from a foreign location under unsafe conditions often require time to document properly
- Delay does not invalidate the substance of the complaint

This position is well established in legal precedent.

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At this stage, your response does not address the fundamental issues but merely denies them.

I therefore reiterate my position:

- **Release of 3 months' pending salary**
- **Payment of ₹1,91,000 wrongly shown as disbursed**
- **Compensation for the circumstances endured**
- **Formal clarification on contractual and legal violations**

I also request all stakeholders in this communication to independently review:

- **The contradiction between contractual claims of Indian law compliance and actual practices**
- **The absence of documented, transparent inquiry**
- **The lack of payment evidence despite claims of settlement**

This matter is now fully on record.

I remain open to a lawful and documented resolution. However, continued denial without evidence will necessitate escalation before appropriate authorities, where evidentiary standards will be applied.

Kindly respond with supporting documents within 7 days.

Sincerely,  
Nigamesh Ray

[Quoted text hidden]

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**Mail Delivery Subsystem** <mailer-daemon@googlemail.com>  
To: nigamesh19@gmail.com

Tue, Mar 24, 2026 at 8:34 PM



### Message blocked

Your message to **hrd@satgurutravel.com** has been blocked.  
See technical details below for more information.

The response from the recipient enterprise administrator was:

550 5.7.1 ++++++ Dear Concerned, Thank you for reaching out to us.This support email id only for birthday alert Kindly submit all HR queries through HR-Helpdesk. For any other concerns, please email respective HR Team member directly. We appreciate your cooperation in streamlining our support process for improved efficiency. - gcdp 00721157ae682-79ac53beba1sor11423527b3.2 - gsmt

Final-Recipient: rfc822; [hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)

Action: failed

Status: 5.7.1

Diagnostic-Code: smtp; 550-5.7.1 ++++++

550-5.7.1 Dear Concerned,  
550-5.7.1 Thank you for reaching out to us.This support email id only for  
550-5.7.1 birthday alert

550-5.7.1 Kindly submit all HR queries through HR-Helpdesk. For any other  
550-5.7.1 concerns, please email respective HR Team member directly.

550-5.7.1 We appreciate your cooperation in streamlining our support process for  
550-5.7.1 improved efficiency.

550 5.7.1 - gcdp 00721157ae682-79ac53beba1sor11423527b3.2 - gsmt

Last-Attempt-Date: Tue, 24 Mar 2026 08:04:41 -0700 (PDT)

 noname  
6K

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 8:43 PM

To: [legal.dept@satgurutravel.com](mailto:legal.dept@satgurutravel.com), [anil.chandirani@satgurutravel.com](mailto:anil.chandirani@satgurutravel.com)

Cc: [Kunal Kumar <kunal.kumar@satgurutravel.com>](mailto:kunal.kumar@satgurutravel.com), [Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>](mailto:Sudhanshu.Mishra@satgurutravel.com), [Shemeer Basheer <shemeer.basheer@satgurutravel.com>](mailto:Shemeer.Basheer@satgurutravel.com), [pravith sugunan <pravith.sugunan@satgurutravel.com>](mailto:pravith.sugunan@satgurutravel.com), [Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>](mailto:Prashant.JoglekarRFC-CongoGroup@satgurutravel.com), [Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>](mailto:Prashant.JoglekarRFC-CongoGroupRFC@satgurutravel.com), [Legal Bzv <legal.bzv@satgurutravel.com>](mailto:Legal.Bzv@satgurutravel.com), [Sampurna Saha <sampurna.saha@satgurutravel.com>](mailto:Sampurna.Saha@satgurutravel.com), [Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>](mailto:Shahabaz.Ansari@satgurutravel.com), [Kaushik Rajan <kaushik.rajan@satgurutravel.com>](mailto:Kaushik.Rajan@satgurutravel.com), [Aastha Modi <aastha.modi@satgurutravel.com>](mailto:Aastha.Modi@satgurutravel.com), [Iqura Bichu <iqura.bichu@satgurutravel.com>](mailto:Iqura.Bichu@satgurutravel.com), [Mitali Saraf <mitali.saraf@satgurutravel.com>](mailto:Mitali.Saraf@satgurutravel.com), [Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>](mailto:Jivita.Kuhikar@satgurutravel.com), [Mehul Patil <mehul.patil@satgurutravel.com>](mailto:Mehul.Patil@satgurutravel.com), [Piyali Ray <piyaleeray@gmail.com>](mailto:Piyali.Ray@satgurutravel.com), "Adv. Ankita Sengupta" <[ankitasengupta7389@gmail.com](mailto:ankitasengupta7389@gmail.com)>

Dear HR Team,

I am compelled to place on record a serious misrepresentation in your recent response regarding the basis of my repatriation.

You have stated that my repatriation was initiated based on a request from my mother. This claim is factually incorrect.

My mother was informed only after my tickets had already been booked. She was neither consulted prior to the decision nor involved in any formal communication that could justify such an action. I have marked her in this email thread for complete transparency.

Any attempt to attribute a unilateral employment decision to a third party—especially post facto—cannot withstand scrutiny. Such claims, when examined against actual timelines and communication records, will be demonstrably inconsistent.

It must be clearly understood:

- My employment relationship exists solely between myself and the organization
- No third-party communication can substitute my consent or override due process
- Any action taken without my knowledge or approval remains procedurally invalid

If the organization maintains its position, I request you to provide:

- Timestamped communication records showing when my mother was contacted
- Evidence that such communication occurred prior to ticket booking and decision-making
- Any document indicating my consent to repatriation

In the absence of such evidence, this assertion will be treated as an attempt to retrospectively justify an arbitrary decision.

You may consider your actions appropriate internally; however, such reasoning does not align with established legal standards or principles of accountability. Assertions made in official communication must withstand external and independent scrutiny, including that of competent authorities.

I reiterate that all claims made in this matter will be examined on the basis of documented evidence. Unsupported statements will not sustain.

Sincerely,  
Nigamesh Ray

On Tue, Mar 24, 2026 at 7:57 PM Satguru HRD <[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

[Quoted text hidden]

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**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 8:48 PM

To: legal.dept@satgurutravel.com, anil.chandirani@satgurutravel.com  
Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

Your response relies primarily on blanket denial of the claims raised.

It is important to clarify that mere denial does not provide immunity from legal or regulatory scrutiny. In fact, unsupported denials—without documentary evidence—only serve to weaken the credibility of your position and may adversely impact the organization's standing when examined by independent authorities.

This matter is already on record with multiple stakeholders. Continued reliance on generalized statements, without substantiation, will only reinforce concerns regarding transparency, governance, and accountability within the organization.

Please also note that escalation is not being pursued impulsively. Repeated and documented attempts have been made to resolve this matter internally and amicably. The present communication is part of that continued effort.

However, it must be clearly understood that:

- Escalation to appropriate authorities is a procedural step, not a threat
- Once formally initiated across relevant regulatory and governmental channels, the matter will be examined on the basis of evidence, records, and compliance standards
- At that stage, the organization's responses will be assessed against statutory requirements rather than internal interpretations

Accordingly, I reiterate that cooperation and a documented resolution remain in the best interest of all parties involved.

You are requested to move beyond general denials and provide specific, evidence-backed responses to the issues already raised.

Sincerely,  
Nigamesh Ray

[Quoted text hidden]

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**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 8:52 PM

To: legal.dept@satgurutravel.com, anil.chandirani@satgurutravel.com  
Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

Without prejudice to my rights and the claims already placed on record, I am writing to seek an immediate and amicable resolution of this matter.

I respectfully request the following:

- Payment of salary for the outstanding period of 3 months
- Payment of ₹1,91,000, which has been reflected in your records as disbursed but has not been received by me
- Compensation of ₹5,00,000 towards the financial, professional, and personal hardship caused due to the actions of the organization and its representatives

These claims arise from conduct that, on the face of record—including your own appointment letter—stands in contradiction with basic principles of Indian labour laws, statutory compliance, and employee rights.

It is important to note that contractual terms cannot override statutory protections. The inconsistencies between your documented commitments and actual practices remain evident and unresolved.

I would also like to clarify that I am fully aware of my legal rights and the applicable framework under Indian law. My intent at this stage is to resolve the matter cooperatively and without prolonged escalation.

Accordingly, I request your cooperation in settling the above within a reasonable timeframe, failing which I will be constrained to pursue appropriate remedies before competent authorities.

I remain open to a constructive resolution.

Sincerely,  
Nigamesh Ray

[Quoted text hidden]

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**Piyali Ray** <piyaleeray@gmail.com>

Tue, Mar 24, 2026 at 8:54 PM

To: Nigamesh Ray <nigamesh19@gmail.com>

Cc: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com, Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Mai nigamesh ki mummy

Piyali Ray

Maine kabhi nahi bola mera beta stubborn hai, usko vej dijiye ya salary mat dijiye

Yeh koi ma bol sakti hai!!!

Usne 3 months kam kiya company k liye

Salary diye bina ap vej kaise sakte hai!!!

Maine bola tha wo chota vai jaisa hai

Bidesh me hai ap sabki responsibility hai

Maine request karke bola tha

Salary to usko milni hi chahiye

Usne sabse dur rahekar apna kaam kiya company k liye

Apna time efforts sab diya

[Quoted text hidden]

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**Piyali Ray** <piyaleeray@gmail.com>

Tue, Mar 24, 2026 at 8:58 PM

To: Nigamesh Ray <nigamesh19@gmail.com>

Cc: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com, Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Koi hath na uthaye paresan na karey yeh bol kar bhi request kiya tha

Ma hu,dar to lagta hai itni dur hai bachha

Maine phn call pe narmi se bat ki manager sey iska matlab ye nahi hai ki mere bete ka salary mat dijiye

Uske kam ka time ka, dedication ka paisa hai wo

[Quoted text hidden]

---

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:02 PM

To: legal.dept@satgurutravel.com, anil.chandirani@satgurutravel.com

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I place on record that I have preserved all email communications demonstrating how my repeated pleas and requests for assistance were consistently ignored.

Even at this stage, your response reflects the same pattern—coercive in tone and non-cooperative in substance. This only reinforces my position that there was never any genuine intent from your end to address the issues raised. Instead, my attempts to report serious concerns appear to have been treated as an inconvenience, rather than a responsibility requiring action.

Your characterization of me as "stubborn" is misplaced. If anything, the continued refusal to acknowledge facts, provide evidence, or engage constructively reflects a similar rigidity on your part. Raising concerns about workplace malpractice is not stubbornness—it is a legitimate and lawful right.

It is evident that my complaints were unwelcome because they exposed operational and contractual inconsistencies. However, disregarding them does not eliminate accountability.

Let me state this clearly:

- My claims remain unchanged and are supported by documented communication.
- Repeated denial without evidence does not weaken my position.

- Your internal interpretations or qualifications do not supersede statutory legal frameworks.

Accordingly, I reiterate my demands:

- 3 months salary to be paid without delay, because if it proceeds from court it'll attract more interest
- The amount of 191000 which reflects on the FnF as paid but was never paid to me.
- A compensation of 5 lakhs for the inconvenience caused by Satguru and its entities.
- Respectfully, reinstate my position in the company as earlier, with amended appointment letter as per Indian labor laws.

This matter is not one that can be resolved through dismissal or deflection. It requires accountability, documentation, and adherence to applicable laws.

I remain open to resolution, but only through a transparent, lawful, and documented approach.

Sincerely,  
Nigamesh Ray  
[Quoted text hidden]

---

**Piyali Ray** <piyaleeray@gmail.com>

Tue, Mar 24, 2026 at 9:07 PM

To: Nigamesh Ray <nigamesh19@gmail.com>

Cc: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com, Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Mujhe jinhone call kiya tha unhone kaha bahar khane ke liye jata hai  
Drink karte hain collegues usey pasand nahi  
Yeh koi bajah huyi kam karba ke salary Na deneki  
Ye to na insafi hai  
Usne kam nahi kiya,sota raha, duty off kiya,kuch bhi to nehi kiya  
Ap bhi to kisike brother ho son ho, koi ma apne bete ka salary mat do vej do yeh kabhi bol sakti hai  
Kabhi nehi  
Pls bat ko khatam kijiye uski 3 mahine ki salary vej dijiye I  
Uska hak ka paisa hai  
[Quoted text hidden]

---

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:09 PM

To: anil.chandirani@satgurutravel.com, Legal Team <legal.dept@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I would like to specifically address your claim that my repatriation was initiated based on a conversation between my mother and Mr. Shemeer Basheer.

As per your statement, this interaction was conducted over a phone call. To the best of my knowledge, there exists:

- No written request from me
- No written authorization from my mother
- No recorded or documented evidence of such a request

In the absence of any verifiable record, this claim remains unsubstantiated and cannot be relied upon as a valid basis for an employment decision.

It is important to note:

- My employment contract is strictly between myself and the company
- Any decision regarding repatriation must be based on documented consent from the employee, not informal third-party conversations

If the company has acted solely on an undocumented phone call, then the responsibility for that decision rests entirely with the concerned authority who executed it.

Accordingly, I request the following:

- Call records, recordings, or any documented proof of the alleged conversation
- Any written communication (email/message) from my mother requesting repatriation
- My written consent approving such action

If no such documentation exists, it establishes that the repatriation decision was taken unilaterally and without due process.

In that case, the accountability for this action lies with Mr. Shemeer Basheer, who appears to have acted without proper authorization, documentation, or adherence to employment protocol.

This matter is now on formal record, and I request a clear response supported by evidence.

Sincerely,  
Nigamesh Ray  
[Quoted text hidden]

---

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:17 PM

To: Satguru HRD <hrd@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>

Dear HR Team,

I would also like to place on record that I have consistently attempted to resolve this matter in a professional and internal manner, despite the seriousness of the circumstances I experienced during my posting.

My communication with my family, including my mother, was primarily for safety reasons—given the unfamiliar and high-risk environment in which I was placed, with limited support from the organization. It was essential for me to ensure that someone had visibility of my situation and whereabouts at all times.

However, it is deeply concerning that an informal and undocumented phone conversation is now being used to justify a formal employment decision such as repatriation. Such actions, if taken without my written consent or documented authorization, reflect a clear deviation from standard employment and legal procedures.

I would like to make it clear that I remain open to resolving this matter amicably and without external escalation. However, continued denial without supporting evidence, along with reliance on undocumented claims, is leaving limited scope for internal resolution.

Once the matter proceeds into formal legal proceedings, it will be assessed strictly on documentary evidence and procedural compliance. At that stage, opportunities for internal resolution may no longer be available.

I therefore urge the organization to take a considered and responsible approach at this point, review the concerns raised in detail, and respond with complete transparency and supporting documentation.

Warm regards,



**Nigamesh Ray**

Travel Expert

Going places together

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

[Quoted text hidden]

---

**Mail Delivery Subsystem** <mailer-daemon@googlemail.com>

Tue, Mar 24, 2026 at 9:17 PM

To: nigamesh19@gmail.com



### Message blocked

Your message to **hrd@satgurutravel.com** has been blocked.  
See technical details below for more information.

The response from the recipient enterprise administrator was:

550 5.7.1 ++++++ Dear Concerned, Thank you for reaching out to us. This support email id only for birthday alert Kindly submit all HR queries through HR-Helpdesk. For any other concerns, please email respective HR Team member directly. We appreciate your cooperation in streamlining our support process for improved efficiency. - gcgp 00721157ae682-79a903a5c96sor72579727b3.1 - gsmtg

Final-Recipient: rfc822; hrd@satgurutravel.com

Action: failed

Status: 5.7.1

Diagnostic-Code: smtp; 550-5.7.1 ++++++

550-5.7.1 Dear Concerned,  
550-5.7.1 Thank you for reaching out to us. This support email id only for  
550-5.7.1 birthday alert

550-5.7.1 Kindly submit all HR queries through HR-Helpdesk. For any other  
550-5.7.1 concerns, please email respective HR Team member directly.

550-5.7.1 We appreciate your cooperation in streamlining our support process for  
550-5.7.1 improved efficiency.

550 5.7.1 - gcgp 00721157ae682-79a903a5c96sor72579727b3.1 - gsmtg

Last-Attempt-Date: Tue, 24 Mar 2026 08:47:31 -0700 (PDT)

---

 **noname**  
6K

---

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:19 PM

To: Satguru HRD <hrd@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>

Dear HR Team,

I acknowledge your response.

At this stage, I would like to clarify that my objective has always been to resolve this matter in a fair, lawful, and amicable manner. Prolonged disputes, especially those that move into formal legal proceedings, require substantial time, energy, and focus from all parties involved.

While I am fully prepared to pursue appropriate legal remedies if required, it is not my preferred course of action.

Despite the seriousness of the issues raised—including unpaid dues, procedural lapses, and contradictions between contractual claims and actual practices—I have continued to engage with the organization in good faith, with the intention of arriving at a resolution without external escalation.

However, meaningful resolution can only occur when concerns are addressed with transparency and supported by verifiable documentation, rather than general denials.

I therefore request the organization to take a practical and responsible approach at this stage by:

- Providing documentary evidence supporting your claims (including payment proofs, inquiry records, and repatriation authorization)
- Addressing the outstanding dues and discrepancies in the Full & Final settlement
- Clarifying the legal basis for the practices highlighted in my previous communications

I remain open to resolving this matter amicably and without further escalation. However, in the absence of a clear, documented, and time-bound response, I will be compelled to proceed with formal escalation before the appropriate authorities.

I trust the organization will take this opportunity to resolve the matter constructively.

Warm regards,



**Nigamesh Ray**

Travel Expert

Going places together

+91 89062 54393

Nigamesh19@gmail.com

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>  
To: nigamesh19@gmail.com

Tue, Mar 24, 2026 at 9:19 PM



**Message blocked**

Your message to **hrd@satgurutravel.com** has been blocked.  
See technical details below for more information.

The response from the recipient enterprise administrator was:

550 5.7.1 +++++ Dear Concerned, Thank you for reaching out to us. This support email id only for birthday alert Kindly submit all HR queries through HR-Helpdesk. For any other concerns, please email respective HR Team member directly. We appreciate your cooperation in streamlining our support process for improved efficiency. - gcdp 00721157ae682-79ab14c4430sor38482407b3.1 - gsmt

Final-Recipient: rfc822; hrd@satgurutravel.com

Action: failed

Status: 5.7.1

Diagnostic-Code: smtp; 550-5.7.1 +++++

550-5.7.1 Dear Concerned,  
 550-5.7.1 Thank you for reaching out to us. This support email id only for  
 550-5.7.1 birthday alert  
 550-5.7.1 Kindly submit all HR queries through HR-Helpdesk. For any other  
 550-5.7.1 concerns, please email respective HR Team member directly.  
 550-5.7.1 We appreciate your cooperation in streamlining our support process for  
 550-5.7.1 improved efficiency.  
 550 5.7.1 - gcdp 00721157ae682-79ab14c4430sor38482407b3.1 - gsmtp  
 Last-Attempt-Date: Tue, 24 Mar 2026 08:49:21 -0700 (PDT)

 noname  
6K

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:24 PM

To: anil.chandirani@satgurutravel.com, Legal Team <legal.dept@satgurutravel.com>  
 Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I understand what your position appears to be.

As a “prestigious organization,” you likely have many priorities beyond responding to individual employee concerns. In fact, this very sentiment was explicitly conveyed during my tenure, where I repeatedly heard statements such as “hamare paas aur bhi kaam hai”, including from Mr. Shemeer Basheer.

If that was indeed the approach taken at the time, it also explains the manner in which my situation was handled—where addressing safety concerns, resolving grievances, or even engaging meaningfully was treated as secondary.

It is important to note that such statements, in effect, reflect a conscious decision to not provide resolution or support when it was required the most.

The same pattern now continues in the form of delayed responses and absence of documented clarity.

I trust the stakeholders on this thread can independently assess whether this reflects the standards expected from an organization that claims adherence to professional and legal obligations.

I remain available for a structured and documented resolution. However, continued non-engagement will inevitably define the course of this matter.

Warm regards,



**Nigamesh Ray**

Travel Expert

Going places together

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

[Quoted text hidden]

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:27 PM

To: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com  
 Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I acknowledge receipt of your email.

Your opening statement—framing my detailed communications to relevant Indian authorities as mere “allegations”—can only be interpreted as a disregard for the very institutions that govern and protect employees under Indian law.

It appears that Satguru is positioning itself as being above legal oversight, suggesting that internal review alone is sufficient to dismiss serious grievances, even when statutory provisions and employee safety are at stake.

I remind you that Indian labor laws, including the Shops & Establishments Act, apply irrespective of the work location or the company’s internal hierarchies. No internal process, phone call, or verbal claim can override the legal rights of an employee.

This matter will be treated with the seriousness it deserves, and any continued attempts to undermine the authority of Indian regulatory and legal bodies will be noted in all further proceedings.

I expect a documented response addressing the core legal and contractual contradictions.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

[Quoted text hidden]

**Nigamesh Ray** <nigamesh19@gmail.com>

Tue, Mar 24, 2026 at 9:29 PM

To: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

If you are truly as confident as your tone suggests, I invite you to review this correspondence in the presence of the government authorities copied here. Your attempts to dismiss my detailed, documented communications as “allegations” mirror the very coercive and malevolent behavior that I was subjected to during my posting at Pointe-Noire.

Your framing implies that internal processes, phone calls, and unrecorded discussions are sufficient to negate serious complaints, even when: Employee safety was compromised

Harassment and bullying occurred under intoxication and hostile conduct

Indian labor laws, including monthly wage provisions, were violated

Let me be clear: the responsibility for these actions lies squarely with the individuals involved, particularly those orchestrating these decisions, including Mr. Shemeer Basheer. No vague internal justification or invocation of hierarchy can absolve accountability.

I am now formally challenging Satguru’s position and asserting that continued denial or misrepresentation will be treated as evidence of deliberate malfeasance. All government authorities copied herein are requested to take cognizance of the accountability of the organization and its representatives for these violations.

Your response must be documented, verifiable, and supported with proof. Failure to provide such evidence will compel immediate escalation before competent authorities.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

[Quoted text hidden]

**Nigamesh Ray** <nigamesh19@gmail.com>

Wed, Mar 25, 2026 at 7:04 PM

To: Legal Team <legal.dept@satgurutravel.com>, anil.chandirani@satgurutravel.com  
Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

**I have reviewed your response and I do not accept it.**

Your so-called investigation is based on statements from **individuals who are directly involved or connected**. That is not neutral and cannot be treated as a valid conclusion.

**Your investigation leads to no accountability.** This has completely withdrawn my confidence in your management and internal processes.

**You failed in your responsibility to provide a safe working and living environment during my international posting. That responsibility lies entirely with you as an employer.**

**Saying there is no evidence does not prove that nothing happened. It only shows a lack of proper systems and accountability on your end.**

Your claim that my repatriation was based on my mother's request is unacceptable.

Provide proper documented proof.

An employee cannot be sent back without formal consent or any official documented process.

Further, **my repatriation was carried out unilaterally without my consent**, while **I was being denied basic requirements such as safe accommodation**. At the same time, **I was given contradictory assurances regarding continuation or reassignment, which clearly reflects lack of coordination within your management**.

Now coming to resolution, I am placing my final demands:

- **Full payment of 3 months' salary**
- **Payment of ₹1,91,000 unpaid amount**
- **Reversal of all incorrect and unjustified deductions**
- **₹5,00,000 compensation for the distress, unsafe conditions, and mishandling of my employment**
- **Reinstatement in the organization, with:**
  - **A revised contract aligned with Indian labor laws**
  - **Written assurance of proper safety, security, and living conditions**

Your FNF statement is not accepted. Please send a detailed breakdown with supporting documentation for all deductions.

If this is not resolved, I will proceed with escalation to all relevant authorities and take further action.

This is my final notice.

Nigamesh Ray

On Tue, Mar 24, 2026 at 9:29 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

If you are truly as confident as your tone suggests, I invite you to review this correspondence in the presence of the government authorities copied here. Your attempts to dismiss my detailed, documented communications as "allegations" mirror the very coercive and malevolent behavior that I was subjected to during my posting at Pointe-Noire.

Your framing implies that internal processes, phone calls, and unrecorded discussions are sufficient to negate serious complaints, even when:

Employee safety was compromised

Harassment and bullying occurred under intoxication and hostile conduct

Indian labor laws, including monthly wage provisions, were violated

Let me be clear: the responsibility for these actions lies squarely with the individuals involved, particularly those orchestrating these decisions, including Mr. Shemeer Basheer. No vague internal justification or invocation of hierarchy can absolve accountability.

I am now formally challenging Satguru's position and asserting that continued denial or misrepresentation will be treated as evidence of deliberate malfeasance. All government authorities copied herein are requested to take cognizance of the accountability of the organization and its representatives for these violations.

Your response must be documented, verifiable, and supported with proof. Failure to provide such evidence will compel immediate escalation before competent authorities.

[Quoted text hidden]

Satguru HRD <hrd@satgurutravel.com>

Thu, Mar 26, 2026 at 11:32 AM

To: "nigamesh19@gmail.com" <nigamesh19@gmail.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>

Dear Nigamesh,

We have replied to your queries, however it seems that you hold a different opinion. We would like to go on a G-meet call tomorrow sharp at 1 PM IST to discuss the matter further. Please acknowledge so that we can plan a meeting.

Thanks & Regards  
HR Team

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

**Regards**  
**HR Team**

[Quoted text hidden]

---

**Nigamesh Ray** <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 12:13 PM

To: Satguru HRD <hrd@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I acknowledge your request for a G-Meet call at 1 PM IST.

As the matter is already escalating, I want to clearly define the agenda to avoid unnecessary discussions. I'd also like to invite [@Piyali Ray](#) (my mother), [@Adv. Ankita Sengupta](#) (my legal advisor).

This meeting will be limited strictly to resolution and settlement based on the following points:

1. Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)
2. Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received by me
3. **Reversal of all incorrect and unjustified deductions**
4. Compensation of ₹5,00,000 for the distress and mishandling of my employment
5. Corrective action on the individuals already reported by me through a formal complaint/FIR
6. My reinstatement as per contract, along with:
  - o Alignment with Indian labor laws
  - o Written assurance of safety, security, and non-retaliation

I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

[Quoted text hidden]

---

**Mail Delivery Subsystem** <mailer-daemon@googlemail.com>

Thu, Mar 26, 2026 at 12:13 PM

To: nigamesh19@gmail.com



## Message blocked

Your message to [hrd@satgurutravel.com](mailto:hrd@satgurutravel.com) has been blocked.  
See technical details below for more information.

The response from the recipient enterprise administrator was:

550 5.7.1 ++++++ Dear Concerned, Thank you for reaching out to us. This support email id only for birthday alert Kindly submit all HR queries through HR-Helpdesk. For any other concerns, please email respective HR Team member directly. We appreciate your cooperation in streamlining our support process for improved efficiency. - gcdp 00721157ae682-79b1e486ebdsor8385427b3.15 - gsmtpt

Final-Recipient: rfc822; hrd@satgurutravel.com

Action: failed

Status: 5.7.1

Diagnostic-Code: smtp; 550-5.7.1 ++++++

550-5.7.1 Dear Concerned,

550-5.7.1 Thank you for reaching out to us. This support email id only for

550-5.7.1 birthday alert

550-5.7.1 Kindly submit all HR queries through HR-Helpdesk. For any other

550-5.7.1 concerns, please email respective HR Team member directly.

550-5.7.1 We appreciate your cooperation in streamlining our support process for

550-5.7.1 improved efficiency.

550 5.7.1 - gcdp 00721157ae682-79b1e486ebdsor8385427b3.15 - gsmtpt

Last-Attempt-Date: Wed, 25 Mar 2026 23:43:58 -0700 (PDT)

noname  
5K

**Nigamesh Ray** <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 12:39 PM

To: acp durgapur <acdurgapur@gmail.com>, pgcelladpc@gmail.com, dcphqadpc@gmail.com, cpadpc-wb@nic.in, cpadpc@gmail.com

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>, anil.chandirani@satgurutravel.com, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>

মাননীয় মহাশয়/মহাশয়া,

আমার বিদেশে কর্মরত অবস্থায় ঘটে যাওয়া ঘটনার বিষয়ে পূর্বে দায়ের করা এফআইআর-এর প্রেক্ষিতে এই ইমেলটি প্রেরণ করা হচ্ছে।

আমি আপনাদের অবগত করতে চাই যে সংশ্লিষ্ট প্রতিষ্ঠান আমার সকল অভিযোগ অস্বীকার করেছে এবং ঘটনায় জড়িত ব্যক্তিদের বক্তব্যের উপর ভিত্তি করে একটি অভ্যন্তরীণ তদন্তের কথা উল্লেখ করেছে, যা নিরপেক্ষতা নিয়ে প্রশ্ন তোলে।

এছাড়াও, প্রতিষ্ঠানটি বিষয়টি নিয়ে আলোচনার জন্য একটি G-Meet মিটিং নির্ধারণ করেছে। বিষয়টির গুরুত্ব বিবেচনা করে, উক্ত আলোচনায় আপনাদের তদারকি কামনা করছি। সম্ভব হলে আপনাদের উপস্থিতি বা নির্দেশনা এই আলোচনাকে আরও স্বচ্ছ, সুশৃঙ্খল এবং ফলপ্রসূ করতে সহায়ক হবে।

বিষয়টির মধ্যে অন্তর্ভুক্ত রয়েছে:

- বিদেশে কর্মরত অবস্থায় অনিরাপদ কাজ ও বাসস্থানের পরিবেশ
- যথাযথ সম্মতি ছাড়াই জোরপূর্বক প্রত্যাবর্তন
- বেতন সংক্রান্ত অসামঞ্জস্যতা ও অযৌক্তিক কর্তন
- এফআইআর-এ উল্লিখিত ব্যক্তিদের আচরণ

আমি সমস্ত নথিপত্র সংরক্ষণ করে রেখেছি এবং প্রয়োজনে জমা দিতে প্রস্তুত আছি।

এই ইমেলটি বিষয়টি সম্পর্কে আপনাদের অবগত করার জন্য এবং প্রয়োজনীয় তদন্তের স্বার্থে যথাযথ দৃষ্টি আকর্ষণের অনুরোধে প্রেরণ করা হলো।

ধন্যবাদান্তে,  
নিগমেশ রায়

☎ ফোন: +918906254393

📍 ঠিকানা:  
৮/১০ মারকোনি অ্যাভিনিউ, বি-জোন  
দুর্গাপুর – ৭১৩২০৫  
পশ্চিমবঙ্গ

On Thu, Mar 26, 2026 at 12:13 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

I acknowledge your request for a G-Meet call at 1 PM IST.

As the matter is already escalating, I want to clearly define the agenda to avoid unnecessary discussions. I'd also like to invite @Piyali Ray (my mother), @Adv. Ankita Sengupta (my legal advisor).

This meeting will be limited strictly to resolution and settlement based on the following points:

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  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

On Thu, 26 Mar 2026 at 11:33 AM, Satguru HRD <[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

Dear Nigamesh,

We have replied to your queries, however it seems that you hold a different opinion. We would like to go on a G-meet call tomorrow sharp at 1 PM IST to discuss the matter further. Please acknowledge so that we can plan a meeting.

Thanks & Regards  
HR Team

On Wed, Mar 25, 2026 at 7:04 PM Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)> wrote:

Dear HR Team,

**I have reviewed your response and I do not accept it.**

Your so-called investigation is based on statements from **individuals who are directly involved or connected**. That is not neutral and cannot be treated as a valid conclusion.

**Your investigation leads to no accountability.** This has completely withdrawn my confidence in your management and internal processes.

**You failed in your responsibility to provide a safe working and living environment during my international posting. That responsibility lies entirely with you as an employer.**

**Saying there is no evidence does not prove that nothing happened. It only shows a lack of proper systems and accountability on your end.**

Your claim that my repatriation was based on my mother's request is unacceptable.

Provide proper documented proof.

An employee cannot be sent back without formal consent or any official documented process.

Further, **my repatriation was carried out unilaterally without my consent**, while **I was being denied basic requirements such as safe accommodation**. At the same time, **I was given contradictory assurances regarding continuation or reassignment, which clearly reflects lack of coordination within your management**.

Now coming to resolution, I am placing my final demands:

- **Full payment of 3 months' salary**
- **Payment of ₹1,91,000 unpaid amount**
- **Reversal of all incorrect and unjustified deductions**
- **₹5,00,000 compensation for the distress, unsafe conditions, and mishandling of my employment**
- **Reinstatement in the organization, with:**
  - **A revised contract aligned with Indian labor laws**
  - **Written assurance of proper safety, security, and living conditions**

Your FNF statement is not accepted. Please send a detailed breakdown with supporting documentation for all deductions.

If this is not resolved, I will proceed with escalation to all relevant authorities and take further action.

This is my final notice.

Nigamesh Ray

On Tue, Mar 24, 2026 at 9:29 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

If you are truly as confident as your tone suggests, I invite you to review this correspondence in the presence of the government authorities copied here. Your attempts to dismiss my detailed, documented communications as “allegations” mirror the very coercive and malevolent behavior that I was subjected to during my posting at Pointe-Noire.

Your framing implies that internal processes, phone calls, and unrecorded discussions are sufficient to negate serious complaints, even when:

Employee safety was compromised

Harassment and bullying occurred under intoxication and hostile conduct

Indian labor laws, including monthly wage provisions, were violated

Let me be clear: the responsibility for these actions lies squarely with the individuals involved, particularly those orchestrating these decisions, including Mr. Shemeer Basheer. No vague internal justification or invocation of hierarchy can absolve accountability.

I am now formally challenging Satguru's position and asserting that continued denial or misrepresentation will be treated as evidence of deliberate malfeasance. All government authorities copied herein are requested to take cognizance of the accountability of the organization and its representatives for these violations.

Your response must be documented, verifiable, and supported with proof. Failure to provide such evidence will compel immediate escalation before competent authorities.

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you.** Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.
7. Your statement that the company has been “non-responsive” is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- **All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

**Nigamesh Ray** <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajn, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura. bichu, mitali.saraf, jivita.kuhikar, Mehul

**Regards**  
**HR Team**

**Regards**  
**HR Team**

On Tue, Mar  
24, 2026 at  
7:56 PM  
Satguru  
HRD

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

<[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

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- 2. Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**

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- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

---

**Nigamesh Ray** <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

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For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

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I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



**Nigamesh Ray** <nigamesh19@gmail.com>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura.

**Regards**  
**HR Team**

bichu, mitali.saraf, jivita.kuhikar, Mehul

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Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

 **Gmail - URGENT\_ Formal Notice of Unfair Treatment, Salary Withholding & Legal Non-Compliance – Immediate Intervention Required.pdf**  
437K

**Nigamesh Ray** <nigamesh19@gmail.com>


Thu, Mar 26, 2026 at 6:40 PM

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear Satguru Travels Team,

Do not misunderstand my position as having “queries.”  
The statements made by me are based on facts, and I stand by them.

I will not engage in arguments based on undocumented claims or internal assumptions. If any investigation was carried out or any action was taken, provide documented proof. As of now, nothing on record has been shared to establish that any formal process was followed.

 **Nigamesh Ray** <nigamesh19@gmail.com> Wed, Dec 24, 2025, 1:42 PM ☆ ☺ ↶ ⋮  
to Shemeer, Kunal, RAHUL, Sudhanshu, manager.etpnr@euro-world.in, Piyali, pravith  
Dear Mr. Basheer,  
I would like to respectfully clarify that **I have not requested, nor do I consent to, returning to India as a means of resolving the issues I have raised.**  
My intent in reporting matters to HR has always been to seek fair review, protection, and corrective action, not relocation or removal from my place of work. I am currently posted here, and I expect the concerns raised to be addressed through due HR process, transparently and impartially.  
Directing me to travel without clearly communicating:  
- the purpose of the HR reporting,  
- whether the process is administrative or disciplinary, and  
- how this step contributes to resolving my complaints,  
creates ambiguity and does not provide clarity on how justice or resolution will be ensured.  
I remain fully cooperative with any fair and structured HR process, provided it is aimed at resolving the issues raised and ensuring a safe, professional working environment, as assured at the time of my joining.

There are serious inconsistencies and failures that remain unaddressed:

- The employment contract clearly restricts alcohol consumption, yet this was openly supported by reporting authorities.
- Senior personnel intervened not to resolve issues, but to dilute and suppress concerns raised.
- There is no clear work segregation, and responsibilities are casually dismissed under the pretext of a “small office,” which reflects lack of structure and professionalism.
- There is a consistent pattern of avoiding formal communication—emails are ignored, documentation is bypassed, and grievances are not formally addressed.

These are not isolated issues but reflect systemic mismanagement, which also explains the operational inefficiencies at the branch level.

Further, I question the structure of the proposed call:

- Individuals against whom concerns have already been raised are included in the discussion. This compromises neutrality.

- The call, if conducted, should be between myself and a neutral authority/mediator, not the same individuals involved in the matter.

For transparency, I will have my mother present on the call, as she was directly contacted and a unilateral decision regarding my repatriation was communicated to her. This itself reflects misuse of authority and lack of due process.

**If the meeting is to proceed, it must remain strictly focused on resolution of my stated demands. I will not engage in re-argument of facts that have already been denied without a documented basis.**

Confirm if the call will be conducted under a neutral and structured approach.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

On Thu, Mar 26, 2026 at 12:13 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

I acknowledge your request for a G-Meet call at 1 PM IST.

As the matter is already escalating, I want to clearly define the agenda to avoid unnecessary discussions. I'd also like to invite @Piyali Ray (my mother), @Adv. Ankita Sengupta (my legal advisor).

This meeting will be limited strictly to resolution and settlement based on the following points:

1. Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)
2. Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received by me
3. Reversal of all incorrect and unjustified deductions
4. Compensation of ₹5,00,000 for the distress and mishandling of my employment
5. Corrective action on the individuals already reported by me through a formal complaint/FIR
6. My reinstatement as per contract, along with:
  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

On Thu, 26 Mar 2026 at 11:33 AM, Satguru HRD <hrd@satgurutravel.com> wrote:

Dear Nigamesh,

We have replied to your queries, however it seems that you hold a different opinion. We would like to go on a G-meet call tomorrow sharp at 1 PM IST to discuss the matter further. Please acknowledge so that we can plan a meeting.

Thanks & Regards  
HR Team

On Wed, Mar 25, 2026 at 7:04 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

**I have reviewed your response and I do not accept it.**

Your so-called investigation is based on statements from **individuals who are directly involved or connected**. That is not neutral and cannot be treated as a valid conclusion.

**Your investigation leads to no accountability.** This has completely withdrawn my confidence in your management and internal processes.

**You failed in your responsibility to provide a safe working and living environment during my international posting. That responsibility lies entirely with you as an employer.**

**Saying there is no evidence does not prove that nothing happened. It only shows a lack of proper systems and accountability on your end.**

Your claim that my repatriation was based on my mother's request is unacceptable.

Provide proper documented proof.

An employee cannot be sent back without formal consent or any official documented process.

Further, **my repatriation was carried out unilaterally without my consent**, while I was being denied basic requirements such as **safe accommodation**. At the same time, I was given **contradictory assurances regarding continuation or reassignment, which clearly reflects lack of coordination within your management**.

Now coming to resolution, I am placing my final demands:

- **Full payment of 3 months' salary**
- **Payment of ₹1,91,000 unpaid amount**
- **Reversal of all incorrect and unjustified deductions**
- **₹5,00,000 compensation for the distress, unsafe conditions, and mishandling of my employment**
- **Reinstatement in the organization, with:**
  - **A revised contract aligned with Indian labor laws**
  - **Written assurance of proper safety, security, and living conditions**

Your FNF statement is not accepted. Please send a detailed breakdown with supporting documentation for all deductions.

If this is not resolved, I will proceed with escalation to all relevant authorities and take further action.

This is my final notice.

Nigamesh Ray

On Tue, Mar 24, 2026 at 9:29 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

If you are truly as confident as your tone suggests, I invite you to review this correspondence in the presence of the government authorities copied here. Your attempts to dismiss my detailed, documented communications as "allegations" mirror the very coercive and malevolent behavior that I was subjected to during my posting at Pointe-Noire.

Your framing implies that internal processes, phone calls, and unrecorded discussions are sufficient to negate serious complaints, even when:

Employee safety was compromised

Harassment and bullying occurred under intoxication and hostile conduct

Indian labor laws, including monthly wage provisions, were violated

Let me be clear: the responsibility for these actions lies squarely with the individuals involved, particularly those orchestrating these decisions, including Mr. Shemeer Basheer. No vague internal justification or invocation of hierarchy can absolve accountability.

I am now formally challenging Satguru's position and asserting that continued denial or misrepresentation will be treated as evidence of deliberate malfeasance. All government authorities copied herein are requested to take cognizance of the accountability of the organization and its representatives for these violations.

Your response must be documented, verifiable, and supported with proof. Failure to provide such evidence will compel immediate escalation before competent authorities.

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you.** Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.
7. Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025,

including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.

8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- **All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

**Nigamesh Ray** <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

**Nigamesh Ray** <nigamesh19@gmail.com>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

**Regards**  
**HR Team**

**Regards**  
**HR Team**

On Tue, Mar  
24, 2026 at  
7:56 PM  
Satguru

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication. HRD

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
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1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
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7. Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

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Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

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For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

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[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

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**Regards**  
**HR Team**

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, me, iqura. bichu, mitali.saraf, jivita.kuhikar, Mehul

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**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

Thu, Mar 26, 2026 at 6:48 PM

To: [anil.chandirani@satgurutravel.com](mailto:anil.chandirani@satgurutravel.com)

Cc: Kunal Kumar <[kunal.kumar@satgurutravel.com](mailto:kunal.kumar@satgurutravel.com)>, Shemeer Basheer <[shemeer.basheer@satgurutravel.com](mailto:shemeer.basheer@satgurutravel.com)>, pravith sugunan <[pravith.sugunan@satgurutravel.com](mailto:pravith.sugunan@satgurutravel.com)>, Suresh Kanherkar <[suresh.kanherkar@satgurutravel.com](mailto:suresh.kanherkar@satgurutravel.com)>, Legal Team <[legal.dept@satgurutravel.com](mailto:legal.dept@satgurutravel.com)>, Piyali Ray <[piyaleeray@gmail.com](mailto:piyaleeray@gmail.com)>, "Adv. Ankita Sengupta" <[ankitasengupta7389@gmail.com](mailto:ankitasengupta7389@gmail.com)>, Sudhanshu Mishra <[sudhanshu.mishra@satgurutravel.com](mailto:sudhanshu.mishra@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[prashant.joglekar@satgurutravel.com](mailto:prashant.joglekar@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[rfc.coo2@satgurutravel.com](mailto:rfc.coo2@satgurutravel.com)>, Legal Bzv <[legal.bzv@satgurutravel.com](mailto:legal.bzv@satgurutravel.com)>, Sampurna Saha <[sampurna.saha@satgurutravel.com](mailto:sampurna.saha@satgurutravel.com)>, Shahabaz Ansari <[shahabaz.ansari@satgurutravel.com](mailto:shahabaz.ansari@satgurutravel.com)>, Kaushik Rajan <[kaushik.rajan@satgurutravel.com](mailto:kaushik.rajan@satgurutravel.com)>, Aastha Modi <[aastha.modi@satgurutravel.com](mailto:aastha.modi@satgurutravel.com)>, Iqura Bichu <[iqura.bichu@satgurutravel.com](mailto:iqura.bichu@satgurutravel.com)>, Mitali Saraf <[mitali.saraf@satgurutravel.com](mailto:mitali.saraf@satgurutravel.com)>, Jivita Kuhikar Kuhikar <[jivita.kuhikar@satgurutravel.com](mailto:jivita.kuhikar@satgurutravel.com)>, Mehul Patil <[mehul.patil@satgurutravel.com](mailto:mehul.patil@satgurutravel.com)>

Dear Satguru Travels Team,

Please respond and schedule the call if you intend to **resolve the matter amicably** and not to revisit or deny points already raised.

The discussion must be focused strictly on settlement against the following:

- Payment of pending salary for the period **1st October 2025 to 26th December 2025** (₹65,000 per month)
- Clarification and payment of **₹1,91,000** shown as “advance” in FNF but not received by me
- Reversal of all **incorrect and unjustified deductions**
- **₹5,00,000 compensation** for distress and mishandling of my employment
- **Corrective action** on the individuals already reported through formal complaint/FIR
- **Reinstatement as per contract**, along with:
  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

Unless there is a clear agreement to address the above points, the meeting will not serve any purpose.

Kindly confirm your position.

Warm regards,



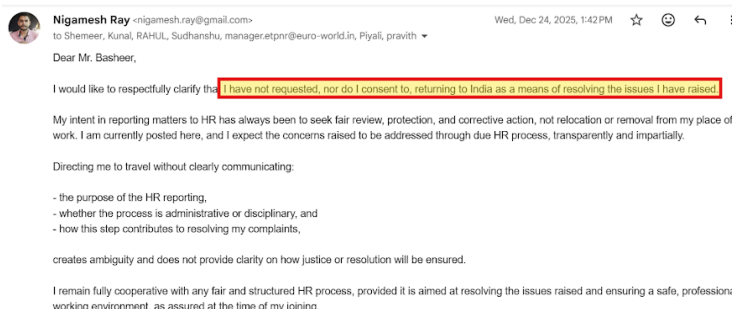
**Nigamesh Ray**  
 Travel Expert  
**Going places together**  
 ☎ +91 89062 54393  
 ✉ Nigamesh19@gmail.com

On Thu, Mar 26, 2026 at 6:40 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear Satguru Travels Team,

Do not misunderstand my position as having “queries.”  
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**If the meeting is to proceed, it must remain strictly focused on resolution of my stated demands. I will not engage in re-argument of facts that have already been denied without a documented basis.**

Confirm if the call will be conducted under a neutral and structured approach.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

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Dear HR Team,

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I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

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Thanks & Regards  
HR Team

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**You failed in your responsibility to provide a safe working and living environment during my international posting. That responsibility lies entirely with you as an employer.**

**Saying there is no evidence does not prove that nothing happened. It only shows a lack of proper systems and accountability on your end.**

Your claim that my repatriation was based on my mother's request is unacceptable.

Provide proper documented proof.

An employee cannot be sent back without formal consent or any official documented process.

Further, **my repatriation was carried out unilaterally without my consent**, while **I was being denied basic requirements such as safe accommodation**. At the same time, **I was given contradictory assurances regarding continuation or reassignment, which clearly reflects lack of coordination within your management**.

Now coming to resolution, I am placing my final demands:

- **Full payment of 3 months' salary**
- **Payment of ₹1,91,000 unpaid amount**
- **Reversal of all incorrect and unjustified deductions**
- **₹5,00,000 compensation for the distress, unsafe conditions, and mishandling of my employment**
- **Reinstatement in the organization, with:**
  - **A revised contract aligned with Indian labor laws**
  - **Written assurance of proper safety, security, and living conditions**

Your FNF statement is not accepted. Please send a detailed breakdown with supporting documentation for all deductions.

If this is not resolved, I will proceed with escalation to all relevant authorities and take further action.

This is my final notice.

Nigamesh Ray

On Tue, Mar 24, 2026 at 9:29 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

If you are truly as confident as your tone suggests, I invite you to review this correspondence in the presence of the government authorities copied here. Your attempts to dismiss my detailed, documented communications as "allegations" mirror the very coercive and malevolent behavior that I was subjected to during my posting at Pointe-Noire.

Your framing implies that internal processes, phone calls, and unrecorded discussions are sufficient to negate serious complaints, even when:

Employee safety was compromised

Harassment and bullying occurred under intoxication and hostile conduct

Indian labor laws, including monthly wage provisions, were violated

Let me be clear: the responsibility for these actions lies squarely with the individuals involved, particularly those orchestrating these decisions, including Mr. Shemeer Basheer. No vague internal justification or invocation of hierarchy can absolve accountability.

I am now formally challenging Satguru's position and asserting that continued denial or misrepresentation will be treated as evidence of deliberate malfeasance. All government authorities copied herein are requested to take cognizance of the

accountability of the organization and its representatives for these violations.

Your response must be documented, verifiable, and supported with proof. Failure to provide such evidence will compel immediate escalation before competent authorities.

On Tue, 24 Mar, 2026, 7:57 pm Satguru HRD, <hrd@satgurutravel.com> wrote:

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you.** Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.

- 7. Your statement that the company has been “non-responsive” is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
- 8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- **All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

**Nigamesh Ray** <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me



Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization’s internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



**Nigamesh Ray** <nigamesh19@gmail.com>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, me, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul



**Regards**  
**HR Team**

**Regards**  
**HR Team**

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

On Tue,  
Mar 24,  
2026 at  
7:56 PM  
Satguru

Any attempt to contact me via my personal phone number, my family members' contact details, HRD WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

<[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

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HR Team

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5:13 PM (2 hours ago)

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Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

5:18 PM (2 hours ago)

**Regards**  
**HR Team**

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura. bichu, mitali.saraf, jivita.kuhikar, Mehul

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Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

**Nigamesh Ray** <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

Thu, Mar 26, 2026 at 6:50 PM

To: Satguru HRD <[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)>

Cc: Kunal Kumar <[kunal.kumar@satgurutravel.com](mailto:kunal.kumar@satgurutravel.com)>, Sudhanshu Mishra <[sudhanshu.mishra@satgurutravel.com](mailto:sudhanshu.mishra@satgurutravel.com)>, Shemeer Basheer <[shemeer.basheer@satgurutravel.com](mailto:shemeer.basheer@satgurutravel.com)>, pravith sugunan <[pravith.sugunan@satgurutravel.com](mailto:pravith.sugunan@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[prashant.joglekar@satgurutravel.com](mailto:prashant.joglekar@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[rfc.coo2@satgurutravel.com](mailto:rfc.coo2@satgurutravel.com)>, Legal Bzv <[legal.bzv@satgurutravel.com](mailto:legal.bzv@satgurutravel.com)>, Sampurna Saha <[sampurna.saha@satgurutravel.com](mailto:sampurna.saha@satgurutravel.com)>, Shahabaz Ansari <[shahabaz.ansari@satgurutravel.com](mailto:shahabaz.ansari@satgurutravel.com)>, Kaushik Rajan <[kaushik.rajana@satgurutravel.com](mailto:kaushik.rajana@satgurutravel.com)>, Aastha Modi <[aastha.modi@satgurutravel.com](mailto:aastha.modi@satgurutravel.com)>,

Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>

Dear HR Team,

It has been an entire day, and there is still no clear acknowledgment or response from your end. This delay is noted.

Please understand that my time is equally valuable. I require a prompt confirmation so that I can accordingly schedule further action, including consultation with my legal advisor.

Respond and schedule the call only if your intent is to **resolve the matter amicably**, and not to revisit or deny points already raised.

The discussion must be focused strictly on settlement against the following:

- Payment of pending salary for the period **1st October 2025 to 26th December 2025** (₹65,000 per month)
- Clarification and payment of **₹1,91,000** shown as "advance" in FNF but not received by me
- Reversal of all **incorrect and unjustified deductions**
- **₹5,00,000 compensation** for distress and mishandling of my employment
- **Corrective action** on the individuals already reported through formal complaint/FIR
- **Reinstatement as per contract**, along with:
  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

Unless there is a clear agreement to address the above points, the meeting will not serve any purpose.

Kindly confirm your position at the earliest.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

[Quoted text hidden]

Mail Delivery Subsystem <mailer-daemon@googlemail.com>  
To: nigamesh19@gmail.com

Thu, Mar 26, 2026 at 6:51 PM



**Message blocked**

Your message to **hrd@satgurutravel.com** has been blocked.  
See technical details below for more information.

The response from the recipient enterprise administrator was:

550 5.7.1 + Dear Concerned, Thank you for reaching out to us. This support email id only for birthday alert Kindly submit all HR queries through HR-Helpdesk. For any other concerns, please email respective HR Team member directly. We appreciate your cooperation in streamlining our support process for improved efficiency. - gcdp 00721157ae682-79bd058f685sor6466707b3.6 - gsmtpt

Final-Recipient: rfc822; [hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)

Action: failed

Status: 5.7.1

Diagnostic-Code: smtp; 550-5.7.1 ++++++

550-5.7.1 Dear Concerned,

550-5.7.1 Thank you for reaching out to us. This support email is only for  
550-5.7.1 birthday alert

550-5.7.1 Kindly submit all HR queries through HR-Helpdesk. For any other

550-5.7.1 concerns, please email respective HR Team member directly.

550-5.7.1 We appreciate your cooperation in streamlining our support process for  
550-5.7.1 improved efficiency.

550 5.7.1 - gmdp 00721157ae682-79bd058f685sor6466707b3.6 - gsmtp

Last-Attempt-Date: Thu, 26 Mar 2026 06:21:07 -0700 (PDT)

 noname  
6K

**Nigamesh Ray** <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 6:53 PM

To: [anil.chandirani@satgurutravel.com](mailto:anil.chandirani@satgurutravel.com)

Cc: [Kunal Kumar <kunal.kumar@satgurutravel.com>](mailto:kunal.kumar@satgurutravel.com), [Shemeer Basheer <shemeer.basheer@satgurutravel.com>](mailto:shemeer.basheer@satgurutravel.com), [pravith sugunan <pravith.sugunan@satgurutravel.com>](mailto:pravith.sugunan@satgurutravel.com), [Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>](mailto:suresh.kanherkar@satgurutravel.com), [Legal Team <legal.dept@satgurutravel.com>](mailto:legal.dept@satgurutravel.com), [Piyali Ray <piyaleeray@gmail.com>](mailto:piyali.ray@satgurutravel.com), "Adv. Ankita Sengupta" <[ankitasengupta7389@gmail.com](mailto:ankitasengupta7389@gmail.com)>, [Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>](mailto:sudhanshu.mishra@satgurutravel.com), [Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>](mailto:prashant.joglekar@satgurutravel.com), [Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>](mailto:prashant.joglekar@satgurutravel.com), [Legal Bzv <legal.bzv@satgurutravel.com>](mailto:legal.bzv@satgurutravel.com), [Sampurna Saha <sampurna.saha@satgurutravel.com>](mailto:sampurna.saha@satgurutravel.com), [Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>](mailto:shahabaz.ansari@satgurutravel.com), [Kaushik Rajan <kaushik.rajan@satgurutravel.com>](mailto:kaushik.rajan@satgurutravel.com), [Aastha Modi <aastha.modi@satgurutravel.com>](mailto:aastha.modi@satgurutravel.com), [Iqura Bichu <lqura.bichu@satgurutravel.com>](mailto:lqura.bichu@satgurutravel.com), [Mitali Saraf <mitali.saraf@satgurutravel.com>](mailto:mitali.saraf@satgurutravel.com), [Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>](mailto:jivita.kuhikar@satgurutravel.com), [Mehul Patil <mehul.patil@satgurutravel.com>](mailto:mehul.patil@satgurutravel.com)

Dear HR Team,

It has been noted that there is still no response from your end.

Please confirm at the earliest if you intend to proceed with the meeting for amicable resolution. If no response is received, it will be assumed that you are not interested in resolving this matter peacefully, and I will proceed accordingly.

Regards,  
Nigamesh Ray

On Thu, Mar 26, 2026 at 6:48 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear Satguru Travels Team,

Please respond and schedule the call if you intend to resolve the matter amicably and not to revisit or deny points already raised.

The discussion must be focused strictly on settlement against the following:

- Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)
- Clarification and payment of ₹1,91,000 shown as “advance” in FNF but not received by me
- Reversal of all incorrect and unjustified deductions
- ₹5,00,000 compensation for distress and mishandling of my employment
- Corrective action on the individuals already reported through formal complaint/FIR
- Reinstatement as per contract, along with:
  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

Unless there is a clear agreement to address the above points, the meeting will not serve any purpose.

Kindly confirm your position.

Warm regards,



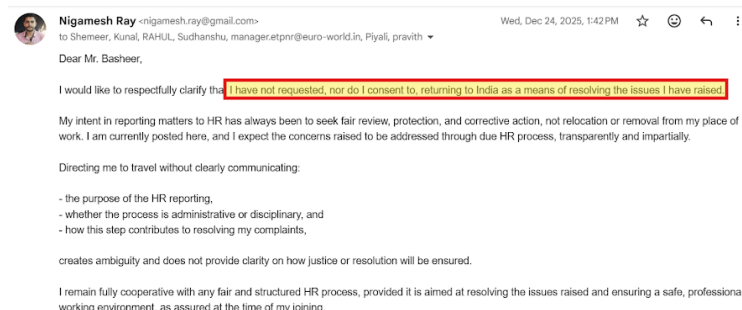
**Nigamesh Ray**  
 Travel Expert  
**Going places together**  
 ☎ +91 89062 54393  
 ✉ Nigamesh19@gmail.com

On Thu, Mar 26, 2026 at 6:40 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear Satguru Travels Team,

**Do not misunderstand my position as having “queries.”  
 The statements made by me are based on facts, and I stand by them.**

**I will not engage in arguments based on undocumented claims or internal assumptions. If any investigation was carried out or any action was taken, provide documented proof. As of now, nothing on record has been shared to establish that any formal process was followed.**



**There are serious inconsistencies and failures that remain unaddressed:**

- **The employment contract clearly restricts alcohol consumption, yet this was openly supported by reporting authorities.**
- **Senior personnel intervened not to resolve issues, but to dilute and suppress concerns raised.**
- **There is no clear work segregation, and responsibilities are casually dismissed under the pretext of a “small office,” which reflects lack of structure and professionalism.**
- **There is a consistent pattern of avoiding formal communication—emails are ignored, documentation is bypassed, and grievances are not formally addressed.**

**These are not isolated issues but reflect systemic mismanagement, which also explains the operational inefficiencies at the branch level.**

**Further, I question the structure of the proposed call:**

- **Individuals against whom concerns have already been raised are included in the discussion. This compromises neutrality.**
- **The call, if conducted, should be between myself and a neutral authority/mediator, not the same individuals involved in the matter.**

**For transparency, I will have my mother present on the call, as she was directly contacted and a unilateral decision regarding my repatriation was communicated to her. This itself reflects misuse of authority and lack of due process.**

**If the meeting is to proceed, it must remain strictly focused on resolution of my stated demands. I will not engage in re-argument of facts that have already been denied without a documented basis.**

**Confirm if the call will be conducted under a neutral and structured approach.**

Warm regards,



**Nigamesh Ray**  
Travel Expert  
**Going places together**  
☎ +91 89062 54393  
✉ Nigamesh19@gmail.com

On Thu, Mar 26, 2026 at 12:13 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

I acknowledge your request for a G-Meet call at 1 PM IST.

As the matter is already escalating, I want to clearly define the agenda to avoid unnecessary discussions. I'd also like to invite @Piyali Ray (my mother), @Adv. Ankita Sengupta (my legal advisor).

This meeting will be limited strictly to resolution and settlement based on the following points:

1. Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)
2. Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received by me
3. Reversal of all incorrect and unjustified deductions
4. Compensation of ₹5,00,000 for the distress and mishandling of my employment
5. Corrective action on the individuals already reported by me through a formal complaint/FIR
6. My reinstatement as per contract, along with:
  - o Alignment with Indian labor laws
  - o Written assurance of safety, security, and non-retaliation

I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

On Thu, 26 Mar 2026 at 11:33 AM, Satguru HRD <hrd@satgurutravel.com> wrote:

Dear Nigamesh,

We have replied to your queries, however it seems that you hold a different opinion. We would like to go on a G-meet call tomorrow sharp at 1 PM IST to discuss the matter further. Please acknowledge so that we can plan a meeting.

Thanks & Regards  
HR Team

On Wed, Mar 25, 2026 at 7:04 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

I have reviewed your response and I do not accept it.

Your so-called investigation is based on statements from individuals who are directly involved or connected. That is not neutral and cannot be treated as a valid conclusion.

Your investigation leads to no accountability. This has completely withdrawn my confidence in your management and internal processes.

You failed in your responsibility to provide a safe working and living environment during my international posting. That responsibility lies entirely with you as an employer.

Saying there is no evidence does not prove that nothing happened. It only shows a lack of proper systems and accountability on your end.

Your claim that my repatriation was based on my mother's request is unacceptable.  
Provide proper documented proof.

An employee cannot be sent back without formal consent or any official documented process.

Further, my repatriation was carried out unilaterally without my consent, while I was being denied basic requirements such as safe accommodation. At the same time, I was given contradictory assurances regarding continuation or reassignment, which clearly reflects lack of coordination within your management.

Now coming to resolution, I am placing my final demands:

- Full payment of 3 months' salary
- Payment of ₹1,91,000 unpaid amount
- Reversal of all incorrect and unjustified deductions
- ₹5,00,000 compensation for the distress, unsafe conditions, and mishandling of my employment
- Reinstatement in the organization, with:
  - A revised contract aligned with Indian labor laws
  - Written assurance of proper safety, security, and living conditions

Your FNF statement is not accepted. Please send a detailed breakdown with supporting documentation for all deductions.

If this is not resolved, I will proceed with escalation to all relevant authorities and take further action.

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Nigamesh Ray

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We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. All allegations made by you are strongly denied. At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. Your repatriation was initiated as per request received from your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and found no evidence supporting the incidents as described by you. Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are unsubstantiated and appear to have been raised only after significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is no deviation or misconduct recorded during your tenure in the organization.
7. Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- All allegations made by you are false, baseless, and denied in entirety.
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.

- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

Nigamesh Ray <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me



Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

Nigamesh Ray <nigamesh19@gmail.com>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul



Regards  
HR Team

Regards  
HR Team

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a

On Tue,  
Mar 24,  
2026 at  
7:56 PM  
Satguru

proper record of communication.

HRD

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

<[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. All allegations made by you are strongly denied. At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. Your repatriation was initiated as per request received from your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and found no evidence supporting the incidents as described by you. Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are unsubstantiated and appear to have been raised only after significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is no deviation or misconduct recorded during your tenure in the organization.
7. Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- All allegations made by you are false, baseless, and denied in entirety.
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

---

Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)> 5:13 PM (2 hours ago)  
to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajani, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)



Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

5:18 PM (2 hours ago)

**Regards**  
**HR Team**

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, me, iqura. bichu, mitali.saraf, jivita.kuhikar, Mehul

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,

Nigamesh Ray

8906254393

[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

Thu, Mar 26, 2026 at 6:57 PM

To: anil.chandirani@satgurutravel.com, Legal Team <[legal.dept@satgurutravel.com](mailto:legal.dept@satgurutravel.com)>

Cc: Kunal Kumar <[kunal.kumar@satgurutravel.com](mailto:kunal.kumar@satgurutravel.com)>, Sudhanshu Mishra <[sudhanshu.mishra@satgurutravel.com](mailto:sudhanshu.mishra@satgurutravel.com)>, Shemeer Basheer <[shemeer.basheer@satgurutravel.com](mailto:shemeer.basheer@satgurutravel.com)>, pravith sugunan <[pravith.sugunan@satgurutravel.com](mailto:pravith.sugunan@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[prashant.joglekar@satgurutravel.com](mailto:prashant.joglekar@satgurutravel.com)>, Prashant Joglekar RFC – Congo Group <[rfc.coo2@satgurutravel.com](mailto:rfc.coo2@satgurutravel.com)>, Legal Bzv <[legal.bzv@satgurutravel.com](mailto:legal.bzv@satgurutravel.com)>, Sampurna Saha <[sampurna.saha@satgurutravel.com](mailto:sampurna.saha@satgurutravel.com)>, Shahabaz Ansari

<shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

It does not take this long to schedule a meeting.

If you are not interested in resolving this matter, please state it clearly. Otherwise, confirm the meeting without further delay.

Regards,  
Nigamesh Ray

[Quoted text hidden]

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Nigamesh Ray <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 7:00 PM

To: anil.chandirani@satgurutravel.com, Legal Team <legal.dept@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, SHEMEER BASHEER <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

If you are scheduling the call tomorrow on such short notice, it clearly shows that you do not want my legal advisor to be present.

She is practicing in the High Court of Kolkata and does not have time for matters that could have been easily resolved by the management itself.

Kindly confirm if this is intentional.

Regards,  
Nigamesh Ray

[Quoted text hidden]

---

Nigamesh Ray <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 7:04 PM

To: anil.chandirani@satgurutravel.com, Legal Team <legal.dept@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Sudhanshu Mishra <sudhanshu.mishra@satgurutravel.com>, SHEMEER BASHEER <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <prashant.joglekar@satgurutravel.com>, Prashant Joglekar RFC – Congo Group <rfc.coo2@satgurutravel.com>, Legal Bzv <legal.bzv@satgurutravel.com>, Sampurna Saha <sampurna.saha@satgurutravel.com>, Shahabaz Ansari <shahabaz.ansari@satgurutravel.com>, Kaushik Rajan <kaushik.rajan@satgurutravel.com>, Aastha Modi <aastha.modi@satgurutravel.com>, Iqura Bichu <iqura.bichu@satgurutravel.com>, Mitali Saraf <mitali.saraf@satgurutravel.com>, Jivita Kuhikar Kuhikar <jivita.kuhikar@satgurutravel.com>, Mehul Patil <mehul.patil@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

Your continued silence is noted.

In the absence of any response, it will be treated as coercive and malicious, and as a failure to address the concerns raised due to lack of evidence and proper documentation on your end.

Respond at the earliest.

Regards,  
Nigamesh Ray

[Quoted text hidden]

---

Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>

Thu, Mar 26, 2026 at 7:15 PM

To: Nigamesh Ray <nigamesh19@gmail.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, SHEMEER BASHEER <shemeer.basheer@satgurutravel.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>

Dear Mr Nigamesh,

As per our earlier mail sharing the G-Meet Link below for G-meet call tomorrow sharp at 1 PM IST :-

Google Meet joining info -

Video call link: <https://meet.google.com/cpc-jhxr-rdp>

Regards.

Suresh Kanherkar, Sr Manager-HR.

---

**From:** Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

**Sent:** 26 March 2026 18:48

**To:** [anil.chandirani@satgurutravel.com](mailto:anil.chandirani@satgurutravel.com)

**Cc:** Kunal Kumar <[kunal.kumar@satgurutravel.com](mailto:kunal.kumar@satgurutravel.com)>; Shemeer Basheer <[shemeer.basheer@satgurutravel.com](mailto:shemeer.basheer@satgurutravel.com)>; pravith sugunan <[pravith.sugunan@satgurutravel.com](mailto:pravith.sugunan@satgurutravel.com)>; Suresh Kanherkar <[suresh.kanherkar@satgurutravel.com](mailto:suresh.kanherkar@satgurutravel.com)>; Legal Team <[legal.dept@satgurutravel.com](mailto:legal.dept@satgurutravel.com)>; Piyali Ray <[piyaleeray@gmail.com](mailto:piyaleeray@gmail.com)>; Adv. Ankita Sengupta <[ankitasengupta7389@gmail.com](mailto:ankitasengupta7389@gmail.com)>; Sudhanshu Mishra <[sudhanshu.mishra@satgurutravel.com](mailto:sudhanshu.mishra@satgurutravel.com)>; Prashant Joglekar RFC – Congo Group <[prashant.joglekar@satgurutravel.com](mailto:prashant.joglekar@satgurutravel.com)>; Prashant Joglekar RFC – Congo Group <[rfc.coo2@satgurutravel.com](mailto:rfc.coo2@satgurutravel.com)>; Legal Bzv <[legal.bzv@satgurutravel.com](mailto:legal.bzv@satgurutravel.com)>; Sampurna Saha <[sampurna.saha@satgurutravel.com](mailto:sampurna.saha@satgurutravel.com)>; Shahabaz Ansari <[shahabaz.ansari@satgurutravel.com](mailto:shahabaz.ansari@satgurutravel.com)>; Iqura Bichu <[iqura.bichu@satgurutravel.com](mailto:iqura.bichu@satgurutravel.com)>; Mitali Saraf <[mitali.saraf@satgurutravel.com](mailto:mitali.saraf@satgurutravel.com)>; Jivita Kuhikar <[jivita.kuhikar@satgurutravel.com](mailto:jivita.kuhikar@satgurutravel.com)>; Mehul Patil <[mehul.patil@satgurutravel.com](mailto:mehul.patil@satgurutravel.com)>

**Subject:** Re: URGENT: Formal Notice of Unfair Treatment, Salary Withholding & Legal Non-Compliance – Immediate Intervention Required

Dear Satguru Travels Team,

Please respond and schedule the call if you intend to **resolve the matter amicably** and not to revisit or deny points already raised.

The discussion must be focused strictly on settlement against the following:

- Payment of pending salary for the period **1st October 2025 to 26th December 2025** (₹65,000 per month)
- Clarification and payment of **₹1,91,000** shown as "advance" in FNF but not received by me
- Reversal of all **incorrect and unjustified deductions**
- **₹5,00,000 compensation** for distress and mishandling of my employment
- **Corrective action** on the individuals already reported through formal complaint/FIR
- **Reinstatement as per contract**, along with:
  - Alignment with Indian labor laws
  - Written assurance of safety, security, and non-retaliation

Unless there is a clear agreement to address the above points, the meeting will not serve any purpose.

Kindly confirm your position.

Warm regards,



**Nigamesh Ray**

Travel Expert

**Going places together**

☎ +91 89062 54393

✉ [Nigamesh19@gmail.com](mailto:Nigamesh19@gmail.com)

On Thu, Mar 26, 2026 at 6:40 PM Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)> wrote:

Dear Satguru Travels Team,

Do not misunderstand my position as having "queries."  
The statements made by me are based on facts, and I stand by them.

I will not engage in arguments based on undocumented claims or internal assumptions. If any investigation was carried out or any action was taken, provide documented proof. As of now, nothing on record has been shared to establish that any formal process was followed.



Nigamesh Ray &lt;nigamesh.ray@gmail.com&gt;

to Shemeer, Kunal, RAHUL, Sudhanshu, manager.etpnr@euro-world.in, Piyali, pravith

Wed, Dec 24, 2025, 1:42 PM



Dear Mr. Basheer,

I would like to respectfully clarify that **I have not requested, nor do I consent to, returning to India as a means of resolving the issues I have raised.**

My intent in reporting matters to HR has always been to seek fair review, protection, and corrective action, not relocation or removal from my place of work. I am currently posted here, and I expect the concerns raised to be addressed through due HR process, transparently and impartially.

Directing me to travel without clearly communicating:

- the purpose of the HR reporting,
- whether the process is administrative or disciplinary, and
- how this step contributes to resolving my complaints,

creates ambiguity and does not provide clarity on how justice or resolution will be ensured.

I remain fully cooperative with any fair and structured HR process, provided it is aimed at resolving the issues raised and ensuring a safe, professional working environment, as assured at the time of my joining.

There are serious inconsistencies and failures that remain unaddressed:

- The employment contract clearly restricts alcohol consumption, yet this was openly supported by reporting authorities.
- Senior personnel intervened not to resolve issues, but to dilute and suppress concerns raised.
- There is no clear work segregation, and responsibilities are casually dismissed under the pretext of a “small office,” which reflects lack of structure and professionalism.
- There is a consistent pattern of avoiding formal communication—emails are ignored, documentation is bypassed, and grievances are not formally addressed.

These are not isolated issues but reflect systemic mismanagement, which also explains the operational inefficiencies at the branch level.

Further, I question the structure of the proposed call:

- Individuals against whom concerns have already been raised are included in the discussion. This compromises neutrality.
- The call, if conducted, should be between myself and a neutral authority/mediator, not the same individuals involved in the matter.

For transparency, I will have my mother present on the call, as she was directly contacted and a unilateral decision regarding my repatriation was communicated to her. This itself reflects misuse of authority and lack of due process.

**If the meeting is to proceed, it must remain strictly focused on resolution of my stated demands. I will not engage in re-argument of facts that have already been denied without a documented basis.**

Confirm if the call will be conducted under a neutral and structured approach.

Warm regards,



## Nigamesh Ray

Travel Expert

Going places together

☎ +91 89062 54393

✉ Nigamesh19@gmail.com

On Thu, Mar 26, 2026 at 12:13 PM Nigamesh Ray <nigamesh19@gmail.com> wrote:

Dear HR Team,

I acknowledge your request for a G-Meet call at 1 PM IST.

As the matter is already escalating, I want to clearly define the agenda to avoid unnecessary discussions. I'd also like to invite @Piyali Ray (my mother), @Adv. Ankita Sengupta (my legal advisor).

This meeting will be limited strictly to resolution and settlement based on the following points:

1. Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)
2. Clarification and payment of ₹1,91,000 shown as “advance” in FNF but not received by me
3. Reversal of all incorrect and unjustified deductions
4. Compensation of ₹5,00,000 for the distress and mishandling of my employment
5. Corrective action on the individuals already reported by me through a formal complaint/FIR
6. My reinstatement as per contract, along with:

- Alignment with Indian labor laws
- Written assurance of safety, security, and non-retaliation

I am not interested in re-discussing or re-arguing past incidents, as your team has already denied them. My position on those points remains unchanged.

If the call is to proceed, it must be:

- Recorded and shared with me
- Followed by a written summary in the official email

Kindly confirm the above along with acknowledgment of the agenda.

Regards,  
Nigamesh Ray

On Thu, 26 Mar 2026 at 11:33 AM, Satguru HRD <hrd@satgurutravel.com> wrote:

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.
2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**
3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you.** Wherever required, statements were obtained from concerned staff, and no findings validated your claims.
4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.
5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.
6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.
7. Your statement that the company has been “non-responsive” is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.
8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- **All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,  
HR Team

---

Nigamesh Ray <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

I remain open to resolving this matter amicably, provided there is a prompt and meaningful response from your end.

Kindly treat this as a final opportunity to engage before further action is initiated.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

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Nigamesh Ray <[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajan, me, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul

Dear Mr. Chandirani and Team,

I would like to clearly state that all further communication in this matter must be conducted strictly through my official email ID.

Any attempt to contact me via my personal phone number, my family members' contact details, WhatsApp, or any other informal or undocumented mode of communication will not be entertained.

Given the seriousness of the issues raised, it is essential that all correspondence remains formally documented. Any deviation from this will be treated as an attempt to avoid maintaining a proper record of communication.

I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
[nigamesh19@gmail.com](mailto:nigamesh19@gmail.com)

**Regards**

**HR Team**

**Regards**

**HR Team**

On Tue, Mar 24, 2026 at 7:56 PM Satguru HRD <[hrd@satgurutravel.com](mailto:hrd@satgurutravel.com)> wrote:

Dear Mr. Nigamesh Ray,

We acknowledge receipt of your email addressed to various government authorities, wherein you have raised multiple allegations regarding your employment tenure and conduct during your posting at Pointe-Noire, Republic of Congo.

After reviewing the matter internally, we place on record the following:

1. **All allegations made by you are strongly denied.** At no stage did the company or any of its representatives endanger your safety, harass you, violate your contractual terms, or withhold genuine dues.

2. **Your repatriation was initiated** as per request received from **your Mother even your mother stated to our Company Manager that he is stubborn and he will not listen to me, if I ask him to fly back to India. So you please convince him and send him back to India. Since he was accusing everyone (approx. 20 Indians) in the Branch and was not cooperating with anyone.**

3. Regarding your complaint of harassment and misconduct by colleagues, we have investigated the matter in detail and **found no evidence supporting the incidents as described by you**. Wherever required, statements were obtained from concerned staff, and no findings validated your claims.

4. Your salary and dues details are mentioned in detail in FNF sheet which is shared with you in the month of January, along with all the deductions and recovery of advances/expenses that were pending settlement.

5. Your accusations regarding workplace harassment, unauthorized photography, derogatory remarks, and similar claims are **unsubstantiated and appear to have been raised only after** significant time-gap / delay.

6. The company has adhered strictly to the terms of your appointment letter, including guidelines pertaining to workplace behaviour, alcohol policy, and disciplinary norms. There is **no deviation or misconduct recorded during your tenure** in the organization.

7. Your statement that the company has been "non-responsive" is incorrect. Your mails were acknowledged, and replies were issued wherever clarification was necessary & also an online G-Meet call was arranged on 22<sup>nd</sup> November, 2025, including all respective managers, your colleagues, including HR-Head to resolve the matter amicably and given you chance to work as per required standard.

8. We also tried to connect with you and your mother yesterday, however, the calls were unanswered.

In view of the above, the company reiterates:

- **All allegations made by you are false, baseless, and denied in entirety.**
- The company remains committed to lawful employment practices, employee welfare, and compliance with Indian and international policies.
- We reserve all rights to protect the organization and its representatives from defamatory or misleading statements.

Should you wish to resolve any remaining employment-related matters, you may write formally to the HR Department, and the same will be addressed in accordance with company procedures and applicable law.

Regards,

HR Team

Nigamesh Ray <nigamesh19@gmail.com>

5:13 PM (2 hours ago)

to legal.dept, anil.chandirani, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, pras hant.joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, iqura.bichu, mitali .saraf, jivita.kuhikar, Mehul, Kunal, me

Dear Mr. Chandirani and Team,

Despite multiple detailed communications and the inclusion of relevant stakeholders in prior correspondence, I have not received any response from your end.

I am writing to extend one final opportunity to resolve this matter internally, in a structured and professional manner.

It is in the interest of all parties that this issue is addressed within the organization. However, continued non-response leaves me with no reasonable alternative but to escalate the matter to external authorities and stakeholders. Such escalation will inevitably bring broader scrutiny, which may not reflect well on the organization's internal governance and handling of employee grievances.

For the avoidance of doubt, I also place on record that I have made repeated, good-faith efforts to resolve this matter internally. My communications have been detailed, documented, and shared with appropriate personnel. The absence of any response, despite these efforts, clearly demonstrates a lack of intent to engage.

Accordingly, any future escalation or disclosure to external authorities or stakeholders will be a direct consequence of this continued non-engagement. It cannot reasonably be construed as a violation of privacy or confidentiality, as sufficient opportunity for internal resolution has already been provided.

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Sincerely,  
Nigamesh Ray

8906254393  
nigamesh19@gmail.com



**Nigamesh Ray** <nigamesh19@gmail.com>

5:18 PM (2 hours ago)

to legal.dept, anil.chandirani, Kunal, sudhanshu.mishra, shemeer.basheer, pravith.sugunan, prashant, joglekar, rfc.coo2, legal.bzv, Sampurna, Shahabaz, kaushik.rajana, me, iqura.bichu, mitali.saraf, jivita.kuhikar, Mehul

Dear Mr. Chandirani and Team,

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I also place on record that all communications and actions in this matter are being preserved and will be relied upon as evidence. Any attempt to bypass formal communication channels will be assessed accordingly under applicable laws governing evidence and legal proceedings.

I expect a formal, written response to my emails, addressing the concerns raised, within a reasonable timeframe.

Sincerely,  
Nigamesh Ray  
8906254393  
nigamesh19@gmail.com

**Regards**

**HR Team**

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**Nigamesh Ray** <nigamesh19@gmail.com>

Thu, Mar 26, 2026 at 7:21 PM

To: Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear Mr. Suresh,

Noted.

Please loop in @Piyali Ray and @Adv. Ankita Sengupta as attendees for the call.

The discussion must be focused strictly on settlement against the following:

- **Payment of pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month)**
- **Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received by me**
- **Reversal of all incorrect and unjustified deductions**
- **₹5,00,000 compensation for distress and mishandling of my employment**
- **Corrective action on the individuals already reported through formal complaint/FIR**
- **Reinstatement as per contract, along with:**
  - **Alignment with Indian labor laws**
  - **Written assurance of safety, security, and non-retaliation**

Regards,  
Nigamesh Ray

[Quoted text hidden]

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**Nigamesh Ray** <nigamesh19@gmail.com>

Fri, Mar 27, 2026 at 3:06 PM

To: Kunal Kumar <kunal.kumar@satgurutravel.com>

Cc: Shemeer Basheer <shemeer.basheer@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

Based on the facts of the matter, it is clear that no resolution has been provided. My position remains as follows:

1. Reinstatement as per my contract is my primary demand.
2. If reinstatement is not possible, an additional ₹10,00,000 compensation will be required on top of all other claims for distress, mishandling, and unsafe working conditions.
3. Pending salary for the period 1st October 2025 to 26th December 2025 (₹65,000 per month) must be paid.
4. Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received by me.
5. Reversal of all incorrect and unjustified deductions.
6. ₹5,00,000 compensation for distress and mishandling of my employment.
7. Corrective action on the individuals already reported through formal complaint/FIR.
8. Alignment with Indian labor laws and a written assurance of safety, security, and non-retaliation.

Since no resolution has been provided to date, I expect a written confirmation on all points without any further delay.

Regards,

Nigamesh Ray

[Quoted text hidden]

[Quoted text hidden]

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**Nigamesh Ray** <nigamesh19@gmail.com>

Fri, Mar 27, 2026 at 3:10 PM

To: Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>

Cc: Kunal Kumar <kunal.kumar@satgurutravel.com>, Shemeer Basheer <shemeer.basheer@satgurutravel.com>, Piyali Ray <piyaleeray@gmail.com>, pravith sugunan <pravith.sugunan@satgurutravel.com>, Legal Team <legal.dept@satgurutravel.com>, Suresh Kanherkar <suresh.kanherkar@satgurutravel.com>, "Adv. Ankita Sengupta" <ankitasengupta7389@gmail.com>

Dear HR Team,

I need to formally note the following before the scheduled G-Meet call:

1. During prior discussions, Kunal Kumar made baseless allegations regarding my personal life, accusing me of being gay and of wrongdoing without any proof.
2. These statements were clearly intended to defame, extort, and sabotage the settlement process.
3. I have recorded these statements and they will be part of the official documentation.

My position and demands remain unchanged:

- Reinstatement as per my contract.
- If reinstatement is not possible, an additional ₹10,00,000 compensation.
- Pending salary from 1st October 2025 to 26th December 2025 (₹65,000 per month).
- Clarification and payment of ₹1,91,000 shown as "advance" in FNF but not received.
- Reversal of all incorrect and unjustified deductions.
- ₹5,00,000 compensation for distress and mishandling of my employment.
- Corrective action on the individuals already reported through formal complaint/FIR.
- Alignment with Indian labor laws and written assurance of safety, security, and non-retaliation.

I expect these points to be acknowledged and addressed formally before the call.

Regards,

Nigamesh Ray

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