Respected Sir,

I am writing this email personally to you to express my limitation in handling Mondelez operations.

Before that I would remember you that I had resigned from Vimta Labs because Stores department was underrated and overshadowed by commercial team mistakes & unreasonable task given by CFO and with I stood with my team and starting screwing commercial team and finance team , GM & CFO felt *I am very aggressive in my approach* but one senior person from finance and very close to MD appreciated for my guts to take up to problems to board of directors.

Hear too the issue is similar but within the operations. All this started from 12th Jan’24 when Vinitha & Kanak started firing on me on operational delays in both the verticals i.e MT & TT and there Is no end to it ever since then.

Because of individual interest the operation is taking hit, after leaving Swamy Sons I worked in different companies, *but I had never seen employees damaging company’s image for their own benefit.*

I thank you very much conducting meeting with CS&L team and taking on behalf of our team in resolving the issues. I want to share couple of instances that had put in difficult situation.

* Argument with Vasant Shetty: Yesterday plan was to start cold room bin correction to utilize the comp off given with Sunday on hand so that 100% can be achieved but soon after seeing Vinitha email on pending vehicles for unloading , Vasanth & Siraj started unloading the vehicles and continued till 4pm. Later they started stock count of ground as per Siraj advise but soon felt difficult as there is complete mismatch & stopped for a while.

Then I was having lunch & addressing 54 cases interchange case of Srinivas traders where the RD was threatening to take it to next level , then Vasant Shetty can me panicking and said I must go floor to guide them for which I replied to him saying that I already received update from Chathan (Inventory Controller ) on 15min progress they made and where are stuck and the team decision to start again with upper racks which was a routine approach in doing bin correction.

But he pushed further saying that I have gone to floor not even once after reaching office and we all should be on one page which I couldn’t understand and when I am seeing only unloading going on which is visible for my cabin and stock taking is routine that started later, and simple process and the worry part will come after reconciliation only. So, I had replied to him strongly. **Does it mean that one had to exhibit loudly to show that he is working.**

* I already talked about indiscipline of inventory controller (Praveen)and informed him being on *one month observation more than a month ago*, but there is no change in his approach. Today when I asked him not reporting to office on time, he replied very rashly & when I told him that he will be served notice for which replied very rudely asking me to resign. When took Vasanth Shetty in con call and asked to remove but he simply conveyed to him he will be not excused next time. **Probably Avinash was correct in dealing with staff.**
* All floor decisions are left to Siraj as he is more experienced in implementing process in earlier companies. But sometimes it is back firing to me for the decisions has taken and Kanak, Lindo & Vinitha are questioning saying that despite having 2 manages, operations are not streamlining.
* Floor with dishonest members, personal egos, misguiding others, it is very difficult to streamline operations. For this very reason I requested you to send sone one from other operations to monitor and identify / confirm the lapses.