

EXH. P

From: Grob, William E.
To: Karasoom, Virendra B. (Albert, Samuel (Sam) N.
Subject: Fw: [WIP mphasis.com] QBE draft deck
Date: Tuesday, April 8, 2025 1:39:59 PM
Attachments: mphasis-hoo-8928175.png
QBE.pptx

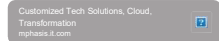
Get Outlook for Android

From: Nitin Rakesh <nitin.rakesh@mphasis.it.com>
Sent: Tuesday, April 8, 2025 12:24:06 PM
To: Sunil Gulati@mphasis.com <Sunil.Gulati@mphasis.com>
Cc: Grob, William E. <William.Grob@ogletreedeakins.com>; Charles F <charles.f@mphasis.com>; Shannon Mostafazadeh <shannon.mostafazadeh@mphasis.com>; Nitin Rakesh <nitin.rakesh@mphasis.it.com>; A R <rojas.albert@gmail.com>
Subject: Fwd: [WIP mphasis.it.com] QBE draft deck

[Caution: Email received from external source]

He's still working on this in Cannes.

https://mphasis.it.com



OUR APPROACH

A senior technologist I personally welcomed on his first day at the Mphasis Madison Avenue office in New York was wrongfully terminated after raising protected whistleblower concerns—including security risks, denial of standard resources, and reporting harassment. He claims escalating retaliation followed his internal reports—including restricted access, hostile treatment, and dismissal under a disputed pretext—despite ongoing contributions to AI initiatives. Potential legal violations include whistleblower retaliation, age discrimination, hostile work environment, and wrongful termination under federal and state laws. Supporting documentation includes emails, HR records, and project contributions.

KEY ACHIEVEMENT @ QBE

Enhanced document decoding for QBE by integrating an LLM with a linguistic model, reducing processing time from 35s to <2s without compromising accuracy. Watch on YouTube
To complete a critical PowerPoint task, I had to purchase a temporary Office license and rely on a VP (Ruturaj Waghmode) to send the file directly, due to my read-only SharePoint access.

During a team meeting, Ruturaj Waghmode shared images of two dinosaurs via While possibly intended as a joke, given the context of our discussion, this act appeared hostile and as I am over 60. I reported the incident to management and formally filed a complaint regarding Ruturaj's behavior.

Georg's slide deck didn't align with management's expectations. So I took the weekend to rewrite them.

Turning slides into strategy is an art—not just an assignment. Respect, inclusion, and professionalism should guide all collaboration.

While possibly intended as a joke, Ruturaj shared images of dinosaurs during a session, which, given the context, seemed inappropriate and possibly ageist. This act appeared hostile and as I am over 60.

Management continues to ask for support and provided constructive feedback on presentation errors I raised.

After the task was completed Sunday, communication from management ceased. I was sidelined and told to contact my manager in London for next steps. I am not Hindu, I faced repeated exclusion and was ultimately removed from the project with a comment suggesting I did not follow a "modern approach"—a remark perceived as I am > 50 years of age.

Compliance Gaps and Retaliation Following DLP Concerns

The act of VP (Ruturaj Waghmode) raised a serious compliance question: Mphasis's Chief Risk Officer (CRO) contacted me to discuss my work for Ruturaj Waghmode and the QBE engagement and my complaint about Ruturaj. During this I was asked about my age. Shortly afterward, the CRO was referring to my event as a "programmer from the 60s." I documented these messages and emailed management. I also raised issues about not receiving an Mphasis-issued laptop like other team members, which impacted my ability to perform my job effectively. Additionally, I provided suggestions on how Mphasis could assist clients in mitigating IT vulnerabilities.

RETIALIATORY ACTIONS

Mar 12, 2025 (12:10 PM): Management responded "Reducing Scope via BCC"
Mar 12, 2025 (12:36 PM): I responded "Please do not limit the scope of this thread—management needs full visibility into how all the moving parts have been functioning."
Mar 12, 2025 (12:42 PM): Management retaliated with a warning: "Albert—this is not appropriate or permitted to be adding these individuals into a CRO investigation without specific direction from the CRO."
Mar 12, 2025 (12:58 PM): I responded "This work was requested by management (Cc list). Had I been provided an Mphasis laptop, this issue wouldn't have occurred in the first place."
Mar 12, 2025 (1:19 PM): Management retaliated "Shannon-I will take this ahead from here."
Mar 12, 2025 (7:01 PM): My account was locked without explanation.
Mar 14, 2025: I was officially terminated.

Regarding HR's claim that I was "working outside the USA without authorization," this is demonstrably false. On Friday, February 7, 2025, at 11:34 AM, my management explicitly approved my travel at my own expense, stating: "I don't want you to bear personal expenses for something that could be remotely. If you are anyways travelling for personal stuff, then that's fine, and we can meet up in London when you are around." This confirms that my travel was both authorized and personally funded.
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Begin forwarded message:

From: Nitin Rakesh <nitin.rakesh@mphasis.it.com>
Subject: Fwd: [WIP mphasis.it.com] QBE draft deck
Date: April 7, 2025 at 3:23:15 pm CEST
To: "William.Grob@ogletreedeakins.com" <William.Grob@ogletreedeakins.com>; "Sunil.Gulati@mphasis.com" <Sunil.Gulati@mphasis.com>
Cc: Nitin Rakesh <nitin.rakesh@mphasis.it.com>

Almost wrapped up... https://mphasis.it.com/

Sunil,
I'll be back in the city this week—you know how to reach me. I really appreciated our conversation the one time we met.
Thanks, AI

----- Forwarded message -----

From: Nitin Rakesh <nitin.rakesh@mphasis.it.com>
Date: Sun, Apr 6, 2025 at 5:50 PM
Subject: Fwd: QBE draft deck
To: William.Grob@ogletreedeakins.com <William.Grob@ogletreedeakins.com>; nitin.rakesh@mphasis.com <nitin.rakesh@mphasis.com>
Cc: ruturaj.waghmode@mphasis.com <ruturaj.waghmode@mphasis.com>; Jitendra Borkar <Jitendra.Borkar@mphasis.com>; Charles F <charles.f@mphasis.com>; Shannon Mostafazadeh <shannon.mostafazadeh@mphasis.com>; gresh.morise@mphasis.com <gresh.morise@mphasis.com>; rajesh.nambiar@mphasis.com <rajesh.nambiar@mphasis.com>; puran.metta@mphasis.com <puran.metta@mphasis.com>; Arun.Thomas@mphasis.com <Arun.Thomas@mphasis.com>; george.ioannou@mphasis.com <george.ioannou@mphasis.com>; Nitin Rakesh <nitin.rakesh@mphasis.it.com>; A R <rojas.albert@gmail.com>

I finally located Ruturaj's email with the QBE PowerPoint deck (QBE.pptx) that he asked me to revise over the weekend, Friday Feb 28, 2025.

Since I was working from my personal Mac—which doesn't have corporate Office access—I had to download the file and purchase a 30-day PowerPoint license just to make the edits. As expected, my access to SharePoint was read-only, so Ruturaj had to download the file and send it to me directly.

That brings me to my question:

Why didn't DLP flag this? Ruturaj had to extract the file from SharePoint to get it to me, which should have triggered some type of alert—especially considering my access limitations were already known.

I have a hunch why Ruturaj was not called

- He's in a discreet relationship with Shannon?
• Or with Puran? Or Charles? Or Jitendra? Maybe even Nitin?
• There's an undocumented DLP flag that exempts Hindu employees?
• There's an undocumented DLP flag that toggles employees > 50 years of age?
• The DLP system was coded by interns following a YouTube tutorial playlist?
• The entire DLP setup is actually a front for laundering money, and I was just the patsy?

Stranger things have happened.

Submitted under penalty of perjury,
AI Rojas

Begin forwarded message:

From: A R <arojas.albert@gmail.com>
Subject: Fwd: Fw: QBE draft deck
Date: April 5, 2025 at 5:20:13 pm CEST
To: albert.rojas@mphasis.com

----- Forwarded message -----
From: Albert Rojas <albert.rojas@mphasis.com>
Date: Fri, Feb 28, 2025 at 5:07 PM
Subject: Fw: QBE draft deck
To: arojas.albert@gmail.com <arojas.albert@gmail.com>

From: Albert Rojas <albert.rojas@mphasis.com>
Sent: Friday, February 28, 2025 11:01 AM
To: arojas.albert@gmail.com <arojas.albert@gmail.com>
Subject: Fw: QBE draft deck

From: Ruturaj Waghmode <ruturaj.waghmode@mphasis.com>
Sent: Friday, February 28, 2025 10:23 AM
To: Albert Rojas <albert.rojas@mphasis.com>
Subject: QBE draft deck

Regards,
Ruturaj
+1.650.507.9809

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<QBE.ppt>