



# EMPLOYMENT TRIBUNALS

**Claimant**  
**Mr K Elebe**

**and**

**Respondents**  
**Cognizant Worldwide Limited (1)**  
**Brookson Solutions Limited (2)**  
**Mr S Summer (3)**

## JUDGMENT

1. The Tribunal makes no findings of fact in relation to the money complaints (unlawful deductions from and non-payment of wages) and has not determined the issues in those complaints.
2. The Claimant's claim was presented out of time and it was reasonably practicable to present it within time. The claim is struck out against the First and Second Respondents.
3. The Claimant's claim against the Third Respondent is dismissed on withdrawal.

Employment  
Judge Norris

Date: 2 February 2022

JUDGMENT SENT TO THE PARTIES ON

02/02/2022....

FOR THE TRIBUNAL OFFICE