



SPANDANA

Detailed Show Cause Notice

Date : 20/5/2025

To,
Employee Name : Siddesh S
Employee ID : SF0075940
Designation : Customer Retention Associate
Branch : KAGL0185-Sira

Subject : Detailed Show Cause Notice

Dear Siddesh S,

With reference to the complaint number DC-FY-2025-01001 which has been reported on 30/04/2025.

Following your exit on 22/03/2024 by way of resignation/termination from the organization, it has been allegedly reported that you were involved in a Financial Misappropriation. Consequently, the Company initiated an internal investigation. It has been found that

It has been found that "You have collected EMI amount of total Rs.4,270/- on 05th October-2023 from the Borrower- Rathnamma Loan No- 352059736, which were not posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	4270
Amount Recovered as On Date	110
Due Amount	4160

Remarks : LO Siddesh S was collected EMI from 1 borrower on the date of 05-10-2023 of Rs 4,270/- and Recovered amount of Rs 109.69/- and remaining amount (4,270-109.69) of Rs 4,160.31/- collected amount not posted to FIMO and even not deposited at branch and same was found misappropriated. and pending from recovery.

You are hereby informed that any deviation on the part of any official of the Company while discharging the official responsibilities or any other deviation from the Company policies during the same is serious misconduct as per the policy and procedures of the Company.

The above act of yours if proven will amount to serious misconduct on your part and gross violation of the Company's Disciplinary policy & procedures and attract serious disciplinary actions.

Given the above you are asked to explain/reply through the mail id or the mobile number which was registered as per the company records, if any, within 21 days of receipt of this show cause notice that why disciplinary action should not be taken against you as per the policy of the Company, failing to which the Company will proceed in the matter as per the records available, on the presumption that you have no explanation and have accepted the above alleged charges.

For Spandana Sphoorty Financial Limited
Authorized Signatory

Radhakrishna Eale
Senior Vice President (Human Resources)