



SPANDANA

Detailed Show Cause Notice

Date : 22/5/2025

To,
Employee Name : Shivhari Rameshwar ugale
Employee ID : SF0068311
Designation : Branch Quality Manager
Branch : MR2899

Subject : Detailed Show Cause Notice

Dear Shivhari Rameshwar ugale,

With reference to the complaint number DC-FY-2025-00978 which has been reported on 30/04/2025.

Following your exit on 09/04/2025 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.2,150/- on 10th October-2024 from the Borrower- Sumanbai K Adamane Loan No- 351606224, which were not posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	2150
Amount Recovered as On Date	0
Due Amount	2150

Remarks : After Post post-fraud investigation, only one borrower farud available amount of 2150/-

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)