



SPANDANA

Detailed Show Cause Notice

Date : 12/5/2025

To,
Employee Name : Nitish Kumar Dubey
Employee ID : SF0083245
Designation : Credit Assistant
Branch : JH2707-Nagar Untari

Subject : Detailed Show Cause Notice

Dear Nitish Kumar Dubey,

With reference to the complaint number DC-FY-2025-01047 which has been reported on 30/04/2025.

Following your exit on 17/03/2025 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 multiple EMI's amount of total Rs.15349/- on 10th Feb &10th March-2025 from the 3 Borrower's, which were not posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	34409
Amount Recovered as On Date	6730
Due Amount	27679

Remarks : During field verification, it was observed that Loan Officer Nitish Kumar Dubey /SF0083245 had embezzled Rs. 34,409 from the total installments and advance collected from 6 borrowers. but , only the amount of Rs. 6,730 was accounted in FIMO as EMI basis, and the rest amount of Rs. 27,679 was not reported.

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)