



SPANDANA

Date: 22/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 01/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Manish Pargi**, bearing the Emp. ID - SF0057474. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 03/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 07/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 09/06/2025, informing that Mr./Ms./Mrs. Manish Pargi, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 10/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 10/06/2025 (Inquiry date), I/we along with other committee members were present; however, the alleged employee was not present for the Inquiry.

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 30/04/2025 from Mr./Ms./Mrs. Rajesh Kumar Yogi SF0081901 Associate Vice President, it was informed to the management that Mr./Ms./Mrs. Manish Pargi SF0057474 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 05/09/2023. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

Employee has not responded to the Detailed Show Cause Notice issued.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences:

1. [1746071430852_FW_STAFF FRAUD COMPLAINT LOCK URGENT BASIC .msg](#)

Fraud Investigation Files:

1. [1746492615690_Fraud Investigation Report RJ Kherwara RJ3068.xlsx](#)

1. [1746492615690_Evidence RJ Kherwara RJ3068.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Manish Pargi to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

The alleged employee did not attend the inquiry proceedings, despite prior communication. The Inquiry was closed after confirming with the attending parties that they had full opportunity to present witnesses and evidence, and that nothing else was to be presented.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

1. **Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Financial fraud
Conclusion: Yes
2. **Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Dear Team, As per the findings of the Internal Audit (IA) Team during the verification conducted in May 2025, a financial discrepancy amounting to Rs. 96,730/- has been identified. The Loan Officer, Manish Pargi (SF0057474), collected payments from borrowers but failed to take the following necessary actions: - The collected amount was not posted in FIMO. - The collected amount was not deposited in the branch. Additionally, it was observed that EMI payments from 19 borrowers, totalling Rs. 96,730/-, were collected. Out of this, Rs. 17,000/- has been recovered and correctly posted in FIMO, while the remaining Rs. 79,730/- remains unrecorded in FIMO.
Conclusion: Yes
3. **Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Level 1 misconduct so termination
Conclusion: Yes

Inquiry Findings:

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that there is adequate evidence to support the charges, and Mr./Ms./Mrs. Manish Pargi has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 03/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 07/05/2025.

Inquiry Committee / Officer

Date: 22/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)