



# SPANDANA

## Detailed Show Cause Notice

Date : 11/6/2025

To,  
**Employee Name** : Manish Kumar  
**Employee ID** : SF0085933  
**Designation** : Credit Assistant  
**Branch** : BH3423-Runi Saidpur

### Subject : Detailed Show Cause Notice

Dear Manish Kumar,

With reference to the complaint number DC-FY-2025-01014 under the Collection Misappropriation, an Initial Show Cause Notice was served on dated 05/05/2025, wherein you have not replied

Further to the above, the fraud investigation has been conducted and a report has been submitted. It has been found that you are engaged in the below charges of Collection Misappropriation.

Following are the charges in detail:

#### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	60440
Amount Recovered as On Date	0
Due Amount	60440

Remarks : "Staff Manish Kumar, EMP ID:- SF0085933 has been collected total amount Rs.60440/- from 14th borrowers and kept total amount in his pocket due to which all these 14th borrowers EMI is not reflecting in FIMO account. As per movement register the last working date at this Rajepur branch on dated:- 25-12-24, after that he went to next branch."

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)**