



# SPANDANA

## Detailed Show Cause Notice

Date : 14/4/2025

To,  
**Employee Name** : Kamlesh Damor  
**Employee ID** : SF0071792  
**Designation** : Credit Assistant  
**Branch** : RJ3197-Genji

### Subject : Detailed Show Cause Notice

Dear Kamlesh Damor,

With reference to the complaint number DC-FY-2025-00080 which has been reported on 05/04/2025.

Following your exit on 27/11/2024 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

An allegation of "Financial Misappropriation" has been made against you. It has been found that "You have Collected 01 EMI of total amount Rs.3,400/- on 11th November -2023 from Borrower- Pushpa devi Damor for Loan No- 351452970 which were not posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	79700
Amount Recovered as On Date	2990
Due Amount	76710

Remarks : "Dear Team, As per the findings of the Internal Audit (IA) Team during the verification conducted in April 2025, it was observed that a fraud amounting to Rs. 79,700/- has taken place. Specifically, the Loan Officer, Kamlesh Damor (SF0071792), collected amounts from borrowers but failed to perform the following actions: The collected amount was not posted in FIMO. The collected amount was not deposited in the branch. Additionally, it was observed that the Loan Office collected EMI payments from ten borrowers, amounting to Rs. 76,710/-, and again failed to record these transactions in FIMO." amount of Rs. 2,990/- has been recovered and posted in FIMO and the rest amount of Rs. 76,710/- again failed to record these transactions in FIMO.

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)**

