



# SPANDANA

## Detailed Show Cause Notice

Date : 26/5/2025

To,  
**Employee Name** : Pavan Kumar Mahura  
**Employee ID** : SF0095798  
**Designation** : Credit Assistant  
**Branch** : UP3385-Hathras

### Subject : Detailed Show Cause Notice

Dear Pavan Kumar Mahura,

With reference to the complaint number DC-FY-2025-01084 which has been reported on 03/05/2025.

Following your exit on 02/05/2025 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.5,530/- on 25-January to 13th March-2025 from the Borrower- Poonam devi Loan No- 356567261, which were not posted in FIMO nor submitted at the branch

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	8020
Amount Recovered as On Date	810
Due Amount	7210

Remarks : During the Fraud investigation, we found that LO Pavan Kumar Mahura/SF0095798 embezzled in Collection amount from 2 borrower. and the same was not posted in FIMO by him used for personal purposes. (Total fraud amount of Rs. 8020/-) (FIMO Posting amount of Rs. 810/-) (Pending for recovery from the employee Rs. 7210/-) Currently Pavan Kumar Mahura/SF0095798 has been Absconding from the branch on 27-Mar-2025..

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)**