



SPANDANA

Date: 20/06/2025

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 05/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Rishal Kumar Meena**, bearing the Emp. ID - SF0084590. The employee has not taken due care while discharging his/her duties, and the charges mentioned in:

Initial SCN dated 09/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 14/04/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 10/05/2025, informing that Mr./Ms./Mrs. Rishal Kumar Meena, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 13/05/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 13/05/2025 (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 04/04/2025 from Mr./Ms./Mrs. Om Prakash Sharma SF0074401 State Auditor, it was informed to the management that Mr./Ms./Mrs. Rishal Kumar Meena SF0084590 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 02/10/2024. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 09/04/2025 was issued to Alleged Employee Rishal Kumar Meena against the alleged charges. After that, considering that Mr./Ms./Mrs. Rishal Kumar Meena's presence in the branch would potentially lead to influencing the evidence specific to the alleged charges, a suspension letter was issued to him on 05/04/2025. A copy of the same is attached as **Annexure -IV**.

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. [1743830023494_FW_Major Observations RJ_Genji_RJ_3197_.msg](#)

Fraud Investigation Files:

1. [1744353526234_Fraud Investigation Report RJ_Genji_RJ3197.xlsx](#)

1. [1744353526234_Rishal Kumar Meena Evidence RJ_Genji_RJ3197.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Rishal Kumar Meena 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.

- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Level 1 misconduct
Conclusion: Yes
- Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Financial fraud
Conclusion: Yes
- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: it was observed that a fraud amounting to Rs. 51,300/- has taken place. Specifically, the Loan Officer, Rishal Kumar Meena (SF0084590), 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 Officer collected EMI payments from five borrowers, amounting to Rs. 51,300/-, and again failed to record these transactions in FIMO." amount of Rs. 1,810/- has been recovered and posted in FIMO and the rest amount of Rs. 49,490/- again failed to record these transactions in FIMO."
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. Rishal Kumar Meena has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 09/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 14/04/2025.

Inquiry Committee / Officer

Date: 20/06/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 4 \(Suspension Letter \)](#)