



# SPANDANA

## Detailed Show Cause Notice

Date : 27/5/2025

To,  
**Employee Name** : Pintu Kumar Das  
**Employee ID** : SF0048857  
**Designation** : Branch Manager  
**Branch** : JHGL2045-Giridih

### Subject : Detailed Show Cause Notice

Dear Pintu Kumar Das,

With reference to the complaint number DC-FY-2025-01125 which has been reported on 07/05/2025.

Following your exit on 04/08/2024 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

It has been found that "You have Collected 01 Pre-close of total amount Rs.20,300/- on 16th March-2025 from the Borrower- Ruksana Bibi Loan No- 351231474 which were not Posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	20300
Amount Recovered as On Date	13500
Due Amount	6800

Remarks : During field verification observed that branch manager Pintu Kumar Das (SF0048857) had embezzled 01 Borrower Preclose amount of Rs. 20,300/- and out of that only Rs. 13,500 accounted in FIMO as EMI basis. Now total of Rs. 6,800 yet to be recovered from the alleged staff. We have collected evidence from all 1 borrower i.e., Cash Receipt and Sub ledger.

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)**