

**RE: Non-financial cases - Gujarat**

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**From** Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>

**Date** Tue 14-Apr-26 1:52 PM

**To** Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

**Cc** Nikhil Rai <nikhil.rai@spandanasphoorty.com>; Upendra Singh <upendra.singh@spandanasphoorty.com>; Wankhade Sachin <wankhade.sachin@spandanasphoorty.com>; Atul Tripathi <atul.tripathi1@spandanasphoorty.com>

Close with RH recommendation

**Sudarshan Raosaheb Patil**

Senior Vice President | Operations

M:8087281472

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**From:** Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

**Sent:** 13 April 2026 18:57

**To:** Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>

**Subject:** Non-financial cases - Gujarat

Sir,

*There are 3 cases from Gujarat and the RHs have suggested for warning letter in all 3 cases.*

*Request your approval to go ahead with their suggestion. Their emails are attached for reference.*

Regards,

**Pramod Kumar Cherukat**

Senior Manager | Human Resources

M:9051466557

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