



SPANDANA

Detailed Show Cause Notice

Date : 27/5/2025

To,

Employee Name : Badal Kumar

Employee ID : SF0093501

Designation : Credit Assistant

Branch : JH2678

Subject : Detailed Show Cause Notice

Dear Badal Kumar,

With reference to the complaint number DC-FY-2025-01443 which has been reported on 14/05/2025.

Following your exit on 15/04/2025 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.7,500/- on 13th November-2024 & 28th March, 09th April-2025 from the Borrower'- Urmila devi for Loan No- 356539529, which were not posted in FIMO nor submitted at the branch

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	58370
Amount Recovered as On Date	14976
Due Amount	43394

Remarks : During field verification, it was observed that loan officer Badal Kumar/SF0093501 had embezzled the loan collection and preclose amount of Rs.58370/- from 7 borrowers and out of that Rs. 14976/- accounted in FIMO. Now total of Rs. 43,394/- yet to be recovered from the alleged staff.

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)**