



SPANDANA

Date: 07/07/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 14/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Tinku Singh Rathord**, bearing the Emp. ID - SF0089731. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 15/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 23/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 06/06/2025, informing that Mr./Ms./Mrs. Tinku Singh Rathord, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 06/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 06/06/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Tinku Singh Rathord (SF0089731 , Cluster Manager)
2. Mr./Ms./Mrs. Suresh Kumar Yadav (SF0080719 , Senior Vice President)
3. Mr./Ms./Mrs. Arvind Kumar Maurya (SF0076555 , Associate Vice President)
4. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)

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 14/05/2025 from Mr./Ms./Mrs. Om Prakash Sharma SF0074401 State Auditor, it was informed to the management that Mr./Ms./Mrs. Tinku Singh Rathord SF0089731 Cluster Manager allegedly committed misconduct under Collection Misappropriation on 02/04/2025. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 24/05/2025, which is attached as **Annexure - V**.

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. [1747215808345_FW_Fraud Identified_RJ_Dungarpur-1_RJ2935 Chittorgarh Rajasthan .msg](#)

Fraud Investigation Files:

1. [1747706428291_Fraud Investigation Report RJ_Dungarpur-1 RJ2935 \(Complaint NO-FN25-26-00608\).xlsx](#)

1. [1747706428291_Evidence RJ_Dungarpur-1 RJ2935 \(Complaint No-FN25-26-00608\).zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Tinku Singh Rathord to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Tinku Singh Rathord presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

- Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: in Detail Discussion happened in ZDAC and All team member are agree with warning letter, CM given amount to LO for FIMO entry purpose but staff entry note done and now he is not accepted because he aware if he accepted fraud will transfer against to him
Conclusion: Yes
- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: WL
Conclusion: Yes
- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: intention fraud not found during enquiry but there is a process lapse so case to be closed with warning letter
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 while there is no adequate evidence to support that Mr./Ms./Mrs. Tinku Singh Rathord violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 15/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 23/05/2025, there was a process deviation in the case.

Inquiry Committee / Officer

Date: 07/07/2025

Annexures

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