



SPANDANA

Detailed Show Cause Notice

Date : 10/6/2025

To,
Employee Name : Lucky Kumar Kharwar
Employee ID : SF0079236
Designation : Credit Assistant
Branch : BH3661-Majhaliya

Subject : Detailed Show Cause Notice

Dear Lucky Kumar Kharwar,

With reference to the complaint number DC-FY-2025-01438 which has been reported on 14/05/2025.

Following your exit on 17/03/2025 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 EMI amount of total Rs.520/- on 18th February -2025 from the Borrower- Urmila Devi for Loan No- 353237229, which were not posted in FIMO nor submitted at the branch.

IA Observations

| | |
|--------------------------------|-------|
| Fraud Investigation Required : | Yes |
| Total Fraud Amount | 45680 |
| Amount Recovered as On Date | 4280 |
| Due Amount | 41400 |

Remarks : ""1.Fraud has been identified by business team on 05-03-2025 against LO Lucky Kumar Kharwar / SF0079236. 2.Complaint has been raised by complain team on 14-05-2025 vide complain number :- FN25-26-00612. 3.At the time of complain raised 1 borrower was affected of Rs.520. 4.After Verification done by Audit team out of 115 borrowers 13 borrower was affected of Rs.41400. 5.LO Lucky Kumar Kharwar last working was on 28-02-2025.""

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)