



## SPANDANA

Date: 23/07/2025

### **EX-PARTE INQUIRY REPORT**

#### **Background:**

This is with reference to the case registered on 21/05/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Rama Krishna Kolusu**, bearing the Emp. ID - SF0084608. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: The Detailed Show Cause Notice (DSCN) was issued on 13/06/2025. (Copy of the SCN letter is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 04/07/2025, informing that Mr./Ms./Mrs. Rama Krishna Kolusu, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 05/07/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 05/07/2025 (Inquiry date), I/we along with other committee members were present; however, the alleged employee was not present for the Inquiry.

#### **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 21/05/2025 from Mr./Ms./Mrs. Ashwin Kumar Nanduri SF0072406 State Auditor, it was informed to the management that Mr./Ms./Mrs. Rama Krishna Kolusu SF0084608 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 06/01/2025. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

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: No evidence files found.

Fraud Investigation Files:

1. [1749723325256\\_Loan card & digital payment.zip](#)

1. [1749723325256\\_Subledger.zip](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Rama Krishna Kolusu to verify/examine the witness/evidence in their defense.

#### **Submissions from Alleged Employee:**

The alleged employee did not attend the inquiry proceedings, despite prior communication. The Inquiry was closed after confirming with the attending parties that they had full opportunity to present witnesses and evidence, and that nothing else was to be presented.

### **Observations:**

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

1. **Member Id:** SF0072406 **Name:** Ashwin Kumar Nanduri **Department:** Internal Audit  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** A detailed report on the fraud has been sent. The action decided by the committee members in the ZDAC is termination.  
**Conclusion:** Yes
2. **Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** Discussed with Operations and Audit team during ZDAC meeting. Employee did not attend meeting and not responded SCN/DSCN too. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.  
**Conclusion:** Yes
3. **Member Id:** SF0084396 **Name:** Narayana Reddy Pullalacheruvu **Department:** Operations  
**Decision:** Termination **Committee type:** CommitteeMembers  
**Observation:** It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination  
**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 there is adequate evidence to support the charges, and Mr./Ms./Mrs. Rama Krishna Kolusu has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 04/06/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 13/06/2025.**

Inquiry Committee / Officer

Date: 23/07/2025

### **Annexures**

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