



SPANDANA

Date: 05/09/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 22/05/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **Kamlesh Kumar Rauniyar**, bearing the Emp. ID - SF0072519. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 26/05/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 12/06/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 02/07/2025, informing that Mr./Ms./Mrs. Kamlesh Kumar Rauniyar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 02/07/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 02/07/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Kamlesh Kumar Rauniyar (SF0072519 , Branch Manager)
2. Mr./Ms./Mrs. Arvind Kumar Maurya (SF0076555 , Associate Vice President)
3. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)
4. Mr./Ms./Mrs. Vipin Yadav (SF0071928 , Senior 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 22/05/2025 from Mr./Ms./Mrs. Rakesh Kumar Yadav SF0098081 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Kamlesh Kumar Rauniyar SF0072519 Branch Manager allegedly committed misconduct under Pre-closure Misappropriation on 04/02/2025. The complaint mail is attached as **Annexure -III**.

And also then presented the alleged employee's reply to the Show Cause Notice via letter dated 28/05/2025, which is attached as **Annexure - V**.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 01/07/2025, 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. [1747905834386_Customer_Sub-Ledger.xls](#)

1. [1747905834386_Pre Close Issue .msg](#)

Fraud Investigation Files:

1. [1749694578266_Fraud Investigation Report UP Nautanwa-UP3277 \(Complaint No. FN25-26-00705\)..xlsx](#)

1. [1749694578266_UP Nautanwa-UP3277 \(Complaint No. FN25-26-00705\).zip](#)

1. [1749694578266_Fraud Investigation Report UP Nautanwa UP3277.pdf](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Kamlesh Kumar Rauniyar to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Kamlesh Kumar Rauniyar presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Kamlesh Kumar Rauniyar stated : **"As per the findings of the CSS Team and the verification conducted by the Audit Team in June 2025, it was observed that a fraud amounting to Rs. 2,62,841/- had taken place. Specifically, the Branch Manager, Kamlesh Kumar Rauniyar (SF0072519), collected amounts from borrowers but failed to perform the following actions: The collected amount was not posted in FIMO. The collected amount was not deposited in the branch. Additionally, it was observed that the Loan Officer collected EMI payments from 8 borrowers, amounting to Rs. 2,62,841/-, out of which Rs. 88,021/- was recovered and posted in FIMO. The remaining amount of Rs. 1,74,820/- was again not recorded in FIMO. During the Notice of Inquiry (Video Call), all branch staff and the Ex-Branch Manager, Kamlesh Kumar Rauniyar (SF0072519), were added to the call. Everyone stated that they had handed over the money only to the Branch Manager. The allegations against Branch Manager Kamlesh Kumar Rauniyar (SF0072519) were read out and explained to him, and he was asked to present any evidence in his defense. However, he was unable to present any evidence before the Zonal Committee members to prove his innocence. The fraud amount of Rs. 1,74,820/- has not yet been recovered."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Kamlesh Kumar Rauniyar during the proceedings is included as **Annexure -VI**.

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:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Recommended for L1. Based on the evidence submitted against the allegation of Fraud, it proves that the employee has committed financial fraud. Amount to be recovered, if any.
Conclusion: Yes
- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Level 1 misconduct. It has been found that "You have Collected 02 Pre-close of total amount Rs.34,341/- on 04th February & 29th march-2025 from 02 Borrower's- Alka Devi for Loan No- 356669232, Asharfi for Loan No- 356826062 which were not Posted in FIMO nor submitted at the branch.
Conclusion: Yes
- Member Id:** SF0071928 **Name:** Vipin Yadav **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: termination as per enquiry done
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. Kamlesh Kumar Rauniyar has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 26/05/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 12/06/2025.

Inquiry Committee / Officer

Date: 05/09/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 5 \(SCN Reply \)](#)
- [Annexure - 5 \(SCN Reply \)](#)