



# SPANDANA

## Detailed Show Cause Notice

Date : 28/5/2025

To,  
**Employee Name** : Rupchand Gurjar  
**Employee ID** : SF0054835  
**Designation** : Cluster Manager  
**Branch** : CLRJ215-Kishangarh

### Subject : Detailed Show Cause Notice

Dear Rupchand Gurjar,

With reference to the complaint number DC-FY-2025-01608 which has been reported on 22/05/2025.

Following your exit on 03/08/2024 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 01 Pre-close of total amount Rs.38,000/- on 13th March-2025 from the Borrower- Nirma Devi for Loan No- 351647113, which were not Posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	38000
Amount Recovered as On Date	8070
Due Amount	29930

Remarks : "Dear Team, As per the findings of the Internal Audit (IA) Team, verification conducted by the Audit team in May 2025, it was observed that a fraud amounting to Rs.38,000/- has taken place. Specifically, the Cluster Manager, Rupchand Gurjar/SF0054835, 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 Cluster Manager collected EMI payments from one borrower, amounting to Rs 38,000/-, of which Rs 8,070/- has been recovered and posted in FIMO, and the remaining amount of Rs 29,930/-again failed to record these transactions in FIMO. Note: - Due to a technical issue in the DAPS application, the case has been erroneously booked under the Kishangarh (CLRJ215) branch. Upon review, it has been confirmed that the case actually pertains to the Kekri (RJ3217) branch.

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)**

