



# SPANDANA

## Detailed Show Cause Notice

Date : 16/6/2025

To,  
**Employee Name** : Love Kesh Kesh  
**Employee ID** : SF0088373  
**Designation** : Credit Assistant  
**Branch** : UP3388-Sikandra Rau

### Subject : Detailed Show Cause Notice

Dear Love Kesh Kesh,

With reference to the complaint number DC-FY-2025-01619 under the Collection Misappropriation, an Initial Show Cause Notice was served on dated 28/05/2025, wherein you have not replied

Further to the above, the fraud investigation has been conducted and a report has been submitted. It has been found that you are engaged in the below charges of Collection Misappropriation.

Following are the charges in detail:

#### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	7600
Amount Recovered as On Date	0
Due Amount	7600

Remarks : "Dear Team, As per the findings of the Internal Audit (IA) Team, verification conducted by the Audit team in Jun 2025, it was observed that a fraud amounting to Rs.3,200/- has taken place. Specifically, the Loan Officer, Om Singh/SF0084878 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 one borrower, amounting to Rs. 3,200/-, and again failed to record these transactions in FIMO." Note:- When I went to the borrower's house to verify the fraudulent cash, I came to know that both the borrowers are mother-in-law and daughter-in-law who have gone to Delhi to work. Their son is also with them. I met their father-in-law at home. I came to know about this from him. But when I spoke to my borrower's son on phone, he told me about this online payment and said that I pay monthly installments for my mother, Geeta and wife Shobha. I asked him to send me the screenshots of the online payment that you have made, but he refused to send it to me. But the borrower told me that I had made the payment to Lavkesh Sir over the phone from the contractor of the place where I work. When I came to know that the installment was not deposited, I came to the office, but I did not receive the borrower on the verification time and neither did the branch team take their statement. I gave this information to AVP Arvind Sir. He told me that the borrower said that I have given the money, you will have to consider it a fraud, but I told him that I neither received the borrower nor did I get any written statement from him, and how do I prove that this is true? It is a fraud, but that is what he said. when the borrower says it, then you will have to believe it."

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)**