



# SPANDANA

## Detailed Show Cause Notice

Date : 23/6/2025

To,  
**Employee Name** : Satish Kushawaha  
**Employee ID** : SF0093700  
**Designation** : Branch Manager  
**Branch** : UP3259

### Subject : Detailed Show Cause Notice

Dear Satish Kushawaha,

With reference to the complaint number DC-FY-2025-01865 under the Collection Misappropriation, an Initial Show Cause Notice was served on dated 09/06/2025, 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	232777
Amount Recovered as On Date	48689
Due Amount	184088

Remarks : "Dear Team, This discrepancy is definitely alarming. Let's break it down: The Figures: EMI Collections (10 accounts): Rs.6,18,70 Pre-closure Collections (5 accounts): Rs.1,70,907 Total Collected: Rs.2,32,777 The Issue: The report states that only Rs.4,86,89 has been posted in the FIMO system. On first glance, if you subtract what's posted from the total collected, you'd expect a difference of Rs.2,32,777 minus the correct posted amount. According to the stated suspected fraud figure of Rs.1,84,088, it would imply that the expected posting should be:"

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)**