



## SPANDANA

### Detailed Show Cause Notice

Date : 15/4/2025

To,  
**Employee Name** : Ashish Kumar  
**Employee ID** : SF0053604  
**Designation** : Credit Assistant  
**Branch** : CH2745-Kunkuri

#### Subject : Detailed Show Cause Notice

Dear Ashish Kumar,

With reference to the complaint number DC-FY-2025-00197 which has been reported on 08/04/2025.

Following your exit on 04/03/2025 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

An allegation of "Financial Misappropriation" has been made against you. It has been found that "You have Collected 01 EMI & 01 Advance collection amount of total amount Rs.17,920/- on 07th October & 23rd December-2024 from Borrower- Sangita Bai for Loan No-352163659 which were not posted in FIMO nor submitted at the branch.

#### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	26840
Amount Recovered as On Date	4480
Due Amount	22360

Remarks : IA Observations during Fraud Investigation: During the field investigation, we observed that loan officer Ashish Kumar/SF0053604 had embezzled advance EMI and collection amount of Rs. 26,840 from 04 borrowers, and out of that, only Rs. 4,480/- was accounted in FIMO as EMI basis. Now a total of Rs. 22,360 yet to be recovered from him.

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)**