

Mayur Narendrabhai Limbachiya

From: CHAUHAN DHARMENDRA <chauhandharmendra22899@gmail.com>
Sent: 23 July 2025 11:28
To: Mayur Narendrabhai Limbachiya
Subject: Re: FW: Detailed Show Cause Notice DC-FY-2025-02475

Dear Sir, the notice you have given me regarding the free close is a false conspiracy, a conspiracy being hatched in our absence. The time of this free close has passed 1 year, when before this free close and other free closes, we had already made a visit to the office of the free close at that time by the audit team, but we are being harassed in this wrong way and the amount of this free close was being held during that time and the amount of that free close was being deposited in the closing that was pending with us. Our operations team was also aware of this and the audit team was also aware of this. Currently, no one is giving us a straight answer. I have already been VC twice, I have also replied to this and even after that I have not received any reply and all this conspiracy is being hatched in our absence.

On Tue, Jul 22, 2025, 5:21 PM Mayur Narendrabhai Limbachiya
<mayurnarendrabhai.limbachiya@spandanasphoorty.com> wrote:

FYI

Thanks & Regards



Mayur N Limbachiya

State HR (DM) Gujarat.

[601,Safal prelude, Corporate road, Prahalad Nagar, Ahmedabad-380015](mailto:mayurnarendrabhai.limbachiya@spandanasphoorty.com)

mayurnarendrabhai.limbachiya@spandanasphoorty.com www.spandanasphoorty.com |



Integrity | Collaboration | Agility | Receptiveness | Empathy

From: DAPS Admin <dapsadmin@spandanasphoorty.com>
Sent: 11 July 2025 16:23
To: chauhandharmendra22899@gmail.com; dharmendra.chauhan@spandanasphoorty.com
Cc: Mayur Narendrabhai Limbachiya <mayurnarendrabhai.limbachiya@spandanasphoorty.com>; Pramod Kumar

Cherukat <pramodkumar.cherukat@spandanasphoorty.com>

Subject: Detailed Show Cause Notice DC-FY-2025-02475

Dear Dharmendra Chauhan,

This is to bring your kind attention that the Case DC-FY-2025-02475, has been registered on 09/07/2025 on the charges of Financial.

Therefore, a show cause notice is attached herewith seeking your response (written explanation) on the above said allegations within 48 hours from the receipt of this notice, failing which the company will take necessary action as per its policies & procedures.

To reply regarding this case, please [click here](#).