



# SPANDANA

## Initial Show Cause Notice

Date : 10/4/2025

To,  
**Employee Name** : Bibek Behera  
**Employee ID** : SF0072664  
**Designation** : Senior Credit Assistant  
**Branch** : OR0534

### Subject : Initial Show Cause Notice

Dear Bibek Behera,

With reference to the Complaint ID DC-FY-2025-00222 which has been reported on 09/04/2025. it has come to the Company's attention based on the prima facie evidence, that you were allegedly involved in financial misappropriation during your tenure.

It has been reported that due care is not taken by you while discharging your job responsibilities. An allegation of Collection Misappropriation under "Financial" misconduct has been made against you. It has been found that

An allegation of "Financial Misappropriation" has been made against you. It has been found that "You have Collected 02 EMI's amount of total amount Rs.3,850/- on 03rd November- 2023 & 02nd July- 2024 from Borrower's- Ruksana Begam for Loan No-357350045 & Rajani Pagad for Loan No-353331508 which were not posted in FIMO nor submitted at the branch.

A preliminary investigation has been conducted and given the nature and severity of the alleged misconduct, this matter is being escalated for further inquiry in accordance with the Company's Disciplinary Policy & Procedures.

You are hereby informed that any deviation or misconduct while discharging the official responsibilities, including any other violation of the Company policies, constitutes serious misconduct as per the Company's Disciplinary Policy and Procedures.

You are hereby directed to submit a written explanation within forty-eight (48) hours from the receipt of this 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 Disciplinary policy.

**For Spandana Sphoorty Financial Limited**  
**Authorized Signatory**

**Radhakrishna Eale**  
**Senior Vice President (Human Resources)**