



# SPANDANA

## Detailed Show Cause Notice

Date : 28/4/2025

To,  
**Employee Name** : Shashikant Jadhav  
**Employee ID** : SF0055808  
**Designation** : Credit Assistant  
**Branch** : MPGL0805-Khargone

### Subject : Detailed Show Cause Notice

Dear Shashikant Jadhav,

With reference to the complaint number DC-FY-2025-00528 which has been reported on 10/04/2025.

Following your exit on 21/03/2025 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 received 01 EMI amount of total amount Rs.4,500/- on 10th May- 2024 from Borrower- Leela Bai for Loan No-351173578 which were not posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	52550
Amount Recovered as On Date	11320
Due Amount	41230

Remarks : Based on the available evidence, Loan Officer Shashikant Jadhav/SF0055808 was found involved in the Collection/Disbursed Amount Recollected/Preclosure Misappropriation of the total 3 borrowers. He had collected an amount of Rs. 52,550/- from the borrower but not accounted in the FIMO. Total Fraud Amount = Rs. 52,550/- Amount Recovered and Accounted in FIMO = Rs. 11,320/- Net Fraud Amount to be recovered = Rs. 41,230/-

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)**