



SPANDANA

Detailed Show Cause Notice

Date : 22/4/2025

To,
Employee Name : Swapneswar Das
Employee ID : SF0046259
Designation : Branch Quality Manager
Branch : ORGL1564-Khaira(Kupari)

Subject : Detailed Show Cause Notice

Dear Swapneswar Das,

With reference to the complaint number DC-FY-2025-00243 which has been reported on 10/04/2025.

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 02 Pre-close of total amount Rs.45,529/-on 10th December-2024 & 16th January- 2025 from the Borrower -Laxmi rout for Loan No- 351405965 & Rasmita Maharana for Loan No- 352614480, which were not Posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	306320
Amount Recovered as On Date	81220
Due Amount	225100

Remarks : After caseload verification total of Rs 306320/- misappropriation of cash identified

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)