



SPANDANA

Date: 10/11/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 12/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Mede Anilkumar**, bearing the Emp. ID - SF0083746. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 15/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 19/05/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 23/06/2025, informing that Mr./Ms./Mrs. Mede Anilkumar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 24/06/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 24/06/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Mede Anilkumar (SF0083746 , Credit Assistant)
2. Mr./Ms./Mrs. Ashwin Kumar Nanduri (SF0072406 , State Auditor)
3. Mr./Ms./Mrs. Shivaraj MH (SF0091077 , Associate Vice President)
4. Mr./Ms./Mrs. Narayana Reddy Pullalacheruvu (SF0084396 , Chief Business Officer)

Submissions from the Committee:

The Inquiry Committee/Officers presented the version of the management along with the documents/evidence submitted, as stated below:

The Inquiry Committee/Officer submitted that, through the mail dated 12/04/2025 from Mr./Ms./Mrs. Mahender Bommera SF0014758 Cluster Manager, it was informed to the management that Mr./Ms./Mrs. Mede Anilkumar SF0083746 Credit Assistant allegedly committed misconduct under Collection Misappropriation on 15/07/2024. The complaint mail is attached as **Annexure -III**.

Employee has not responded to the Show Cause Notice issued.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 19/04/2025, which is attached as **Annexure - V**.

Thereafter, the Committee has validated the available records (reports) and factual information provided by the management in support of the charges made.

List of available records and information (evidence if any) presented during the inquiry proceedings:

Evidences:

1. [1744451652842_Mede Anil Customer Kovvuri Durga not posting .msg](#)

Fraud Investigation Files:

1. [1747651157505_Anil Loan cards,Digital payment.zip](#)

1. [1747651157505_Anil-Customer_Sub-Ledger \(9\).zip](#)

1. [1747651157505_Chintalapudi Fraud Report.xlsx](#)

Thereafter, an opportunity was given to Mr./Ms./Mrs. Mede Anilkumar to verify/examine the witness/evidence in their defense.

Submissions from Alleged Employee:

Mr./Ms./Mrs. Mede Anilkumar presented their defense statement and evidence as follows:

Mr./Ms./Mrs. Mede Anilkumar stated : **"Employee attended the meeting however failed to provide any evidence which proves he is innocent. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Mede Anilkumar during the proceedings is included as **Annexure -VI**.

The inquiry was closed after confirming with all parties that they had full opportunity to present witnesses and evidence, and to examine and cross-examine, with nothing else to be presented in the Inquiry.

Observations:

Observations of the inquiry committee/officers based on the evidence produced/submitted by the alleged employee and/or complainant.

- Member Id:** SF0072406 **Name:** Ashwin Kumar Nanduri **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: A detailed report on the fraud has been sent. The action decided by the committee members in the ZDAC is termination.
Conclusion: Yes
- Member Id:** SF0091077 **Name:** Shivaraj MH **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Discussed with employee along with Operations and Audit team during ZDAC meeting. Employee attended the meeting however failed to provide any evidence which proves he is innocent. It has been observed and concluded that employee was involved in financial misappropriation. Hence recommending for Termination.
Conclusion: Yes
- Member Id:** SF0084396 **Name:** Narayana Reddy Pullalacheruvu **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Employee was found guilty as charged
Conclusion: Yes

Inquiry Findings:

On hearing both the sides, statements recorded above and reviewing the supporting evidence submitted by both the parties, it is thereby concluded that there is adequate evidence to support the charges, and Mr./Ms./Mrs. Mede Anilkumar has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 15/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 19/05/2025.

Inquiry Committee / Officer

Date: 10/11/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 5 \(SCN Reply \)](#)