



# SPANDANA

## Detailed Show Cause Notice

Date : 15/5/2025

To,  
**Employee Name** : Tileshwar Kumar Ravi  
**Employee ID** : SF0048091  
**Designation** : Credit Assistant  
**Branch** : JH2681-Lohardaga

### Subject : Detailed Show Cause Notice

Dear Tileshwar Kumar Ravi,

With reference to the complaint number DC-FY-2025-00358 which has been reported on 14/04/2025.

Following your exit on 26/08/2024 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

It has been found that "You have received EMI amount of total amount Rs.2,400/- on 06th June- 2024 from Borrower- Sita Kumari for Loan No-349585638 which were not posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	10280
Amount Recovered as On Date	0
Due Amount	10280

Remarks : During the investigation, it was observed that the loan officer Tileshwar Kumar Ravi/SF0048091 had embezzled Rs. 10,280/- from the 04 borrowers' collections amount, and now a total of Rs.10,280/- is yet to be recovered from him.

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)**