



SPANDANA

Case Id: DC-FY-2025-03864

Date: 03/01/2026

EX-PARTE INQUIRY REPORT

Background:

This is with reference to the case registered on 30/08/2025, under Financial misconduct, with allegations of Pre-closure Misappropriation against Mr./Ms./Mrs. **Parmeshwar Tandan**, bearing the Emp. ID - SF0043361. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 15/09/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 14/10/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 06/11/2025, informing that Mr./Ms./Mrs. Parmeshwar Tandan, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 07/11/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 07/11/2025 (Inquiry date), I/we along with other committee members were present; however, the alleged employee was not present for the Inquiry.

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 28/08/2025 from Mr./Ms./Mrs. Ejaz Ahmad SF0042310 Senior Executive, it was informed to the management that Mr./Ms./Mrs. Parmeshwar Tandan SF0043361 Branch Manager allegedly committed misconduct under Pre-closure Misappropriation on 03/10/2024. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 15/09/2025 was issued to Alleged Employee Parmeshwar Tandan against the alleged charges. After that, considering that Mr./Ms./Mrs. Parmeshwar Tandan's presence in the branch would potentially lead to influencing the evidence specific to the alleged charges, a suspension letter was issued to him on 01/09/2025. A copy of the same is attached as **Annexure -IV**.

Employee has not responded to the Show Cause Notice issued.

Employee has not responded to the Detailed Show Cause Notice issued.

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. [1756553446777_Re 98752 OD Issue - Pre-closed Loan still OD showing loan id 355527440.msg](#)

Fraud Investigation Files:

1. [1760437158700_Fraud Investigation Report-Complaints Against BM - Parmeshwar Tandan \(SF0043361\).xlsx](#)

1. [1760437158700_Evidence pendra road.zip](#)

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

Submissions from Alleged Employee:

The alleged employee did not attend the inquiry proceedings, despite prior communication. The Inquiry was closed after confirming with the attending parties that they had full opportunity to present witnesses and evidence, and that nothing else was to be presented.

Observations:

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

- Member Id:** SF0077378 **Name:** Dalpreet Kaur **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Financial Fraud
Conclusion: Yes
- Member Id:** SF0002115 **Name:** Deependra Shrivastava **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Pre Close Fraud
Conclusion: Yes
- Member Id:** SF0076555 **Name:** Arvind Kumar Maurya **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Branch Manager Parmeshwar Tandan/SF0043361 had embezzled 01 Borrower's Loan pre-Closure Amount Rs. 28,915/- And Posted On FIMO Rs. 32,389 /- Staff did not join and did not respond - X-Partee Termination- Based on available evidence, L1 recommended the amount to be recovered from him, if any.
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. Parmeshwar Tandan has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 15/09/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 14/10/2025.

Inquiry Committee / Officer

Date: 03/01/2026

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 1 \(Show Cause Notice \)](#)
- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 4 \(Suspension Letter \)](#)