



## SPANDANA

Date: 03/11/2025

### INQUIRY REPORT

#### **Background:**

This is with reference to the case registered on 12/09/2025, under Financial misconduct, with allegations of Shortage of Cash against Mr./Ms./Mrs. **Mukesh Kumar Yadav**, bearing the Emp. ID - SF0075077. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 16/09/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 01/10/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 24/10/2025, informing that Mr./Ms./Mrs. Mukesh Kumar Yadav, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 27/10/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 27/10/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Mukesh Kumar Yadav ( SF0075077 , Branch Quality Manager)
2. Mr./Ms./Mrs. Saptarshi Sankar Bose ( SF0076226 , Associate Vice President)
3. Mr./Ms./Mrs. Mohit Kishore Prasad ( SF0071589 , Deputy Vice President)
4. Mr./Ms./Mrs. Vipin Yadav ( SF0071928 , Senior Vice President)

#### **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 11/09/2025 from Mr./Ms./Mrs. Jay Kumar Gour SF0045144 Regional Auditor, it was informed to the management that Mr./Ms./Mrs. Mukesh Kumar Yadav SF0075077 Branch Quality Manager allegedly committed misconduct under Shortage of Cash on 04/09/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 16/09/2025 was issued to Alleged Employee Mukesh Kumar Yadav against the alleged charges. After that, considering that Mr./Ms./Mrs. Mukesh Kumar Yadav'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 12/09/2025. 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. [1757651395423\\_Fw\\_Reporting\\_of\\_cash\\_shortage\\_at\\_Mughalsarai\\_Branch.msg](#)

Fraud Investigation Files:

1. [1759239786988\\_Fraud\\_Investigation\\_Report - UP Mughalsarai UP3402\\_Complaint No FN25-26-02192.xlsx](#)
1. [1759239786988\\_Evidence.zip](#)

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

### **Submissions from Alleged Employee:**

Mr./Ms./Mrs. Mukesh Kumar Yadav presented their defense statement and evidence as follows:

The alleged employee stated that the allegations charged on him/her are true.

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:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit  
**Decision:** Resignation **Committee type:** CommitteeMembers  
**Observation:** Rs. 37,352 short amounts found in locker. Loan officers not collected demand amount from borrowers, but entry posted in FIMO as well as BQM Mukesh Kumar Yadav/SF0075077 authenticated all entries. Borrower Details Not Available. So, DAC recommended for Resignation, only because the amount recovered from him.  
**Conclusion:** Yes
- Member Id:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource  
**Decision:** Resignation **Committee type:** CommitteeMembers  
**Observation:** Case to be closed with resignation of staff. Rs. 37,352 short amounts found in locker. Loan officers not collected demand amount from borrowers, but entry posted in FIMO as well as BQM Mukesh Kumar Yadav/SF0075077 authenticated all entries. Borrower Details Not Available. So, DAC recommended for Resignation, only because the amount recovered from him.  
**Conclusion:** Yes
- Member Id:** SF0071928 **Name:** Vipin Yadav **Department:** Operations  
**Decision:** Resignation **Committee type:** CommitteeMembers  
**Observation:** As per IA and Inquiry  
**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. Mukesh Kumar Yadav has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 16/09/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 01/10/2025.**

Inquiry Committee / Officer

Date: 03/11/2025

### **Annexures**

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