



SPANDANA

Date: 27/11/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 01/10/2025, under Financial misconduct, with allegations of Shortage of Cash against Mr./Ms./Mrs. **Praveen V E**, bearing the Emp. ID - SF0065260. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 08/10/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 11/10/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 30/10/2025, informing that Mr./Ms./Mrs. Praveen V E, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 30/10/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 30/10/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Praveen V E (SF0065260 , Branch Manager)
2. Mr./Ms./Mrs. Shivaraj MH (SF0091077 , Associate Vice President)
3. Mr./Ms./Mrs. Deepak Kothawade (SF0057517 , Associate Vice President)
4. Mr./Ms./Mrs. Mahesh Halemane (SF0067849 , 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 01/10/2025 from Mr./Ms./Mrs. Gowrishankar D B SF0083293 Manager, it was informed to the management that Mr./Ms./Mrs. Praveen V E SF0065260 Branch Manager allegedly committed misconduct under Shortage of Cash on 29/09/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 08/10/2025 was issued to Alleged Employee Praveen V E against the alleged charges. After that, considering that Mr./Ms./Mrs. Praveen V E'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 11/10/2025. A copy of the same is attached as **Annexure -IV**.

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 15/10/2025, 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. [1759302011939_KA Sidlaghatta - KA3517 _Rs_28_018 - Short Physical cash .msg](#)

Fraud Investigation Files:

1. [1760087426896_IA SSFL Fraud Investigation Report - KA Sidlaghatta - KA3517.xlsx](#)
1. [1760087426896_Evidences - KA Sidlaghatta - KA3517.zip](#)

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

Submissions from Alleged Employee:

Mr./Ms./Mrs. Praveen V E 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:** 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:** SF0057517 **Name:** Deepak Kothawade **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Discussed with employee during DAC meeting. Employee attended the meeting however failed to provide any evidence which proves he is innocent. Hence recommending for Termination.
Conclusion: Yes
- Member Id:** SF0067849 **Name:** Mahesh Halemane **Department:** Operations
Decision: Resignation **Committee type:** CommitteeMembers
Observation: Reco for resign and relieve
Conclusion: Yes

Inquiry Findings:

Decision pending.

Inquiry Committee / Officer

Date: 27/11/2025

Annexures

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