



SPANDANA

Date: 17/10/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 15/10/2025, under Financial misconduct, with allegations of Shortage of Cash against Mr./Ms./Mrs. **Priyesh Kumar**, bearing the Emp. ID - SF0078377. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 16/10/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 17/10/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 17/10/2025, informing that Mr./Ms./Mrs. Priyesh Kumar, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 17/10/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 17/10/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Priyesh Kumar (SF0078377 , Branch Quality Manager)
2. Mr./Ms./Mrs. Mohit Kishore Prasad (SF0071589 , Deputy Vice President)
3. Mr./Ms./Mrs. Suresh Kumar Yadav (SF0080719 , Senior Vice President)
4. Mr./Ms./Mrs. Saptarshi Sankar Bose (SF0076226 , Associate 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 15/10/2025 from Mr./Ms./Mrs. Om Prakash Sharma SF0074401 State Auditor, it was informed to the management that Mr./Ms./Mrs. Priyesh Kumar SF0078377 Branch Quality Manager allegedly committed misconduct under Shortage of Cash on 15/10/2025. The complaint mail is attached as **Annexure -III**.

Also, it has been presented that the Show Cause Notice dated 16/10/2025 was issued to Alleged Employee Priyesh Kumar against the alleged charges. After that, considering that Mr./Ms./Mrs. Priyesh Kumar'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 16/10/2025. A copy of the same is attached as **Annexure -IV**.

And also then presented the alleged employee's reply to the Show Cause Notice via letter dated 16/10/2025, which is attached as **Annexure - V**.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 17/10/2025, 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. [1760520517673_RE_Branch Audit Announcement â RJ Alwar Oct 2025.msg](#)

1. [1760520517673_FW_Branch Audit Announcement â RJ Alwar Oct 2025.msg](#)

Fraud Investigation Files:

1. [1760675855190_Fraud Investigation Report RJ Alwar RJ3503 Complaint Number-FN25-26-02564.xlsx](#)

1. [1760675855190_Fraud Investigation Report RJ Alwar RJ3503..pdf](#)

1. [1760675855190_Evidence RJ Alwar RJ3503.zip](#)

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

Submissions from Alleged Employee:

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

Mr./Ms./Mrs. Priyesh Kumar stated : **"Close with warning letter"**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Priyesh Kumar 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:** SF0071589 **Name:** Mohit Kishore Prasad **Department:** Human Resource
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: warning letter for taking money in personal account and not depositing in time. No financial fraud found and commitment taken from him that he will not take any money from field in his personal account. Amount tallied at the time of inquiry so case recommended to be closed with warning letter.
Conclusion: Yes
- Member Id:** SF0080719 **Name:** Suresh Kumar Yadav **Department:** Operations
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Personal account transaction accepted take care further
Conclusion: Yes
- Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Warning letter **Committee type:** CommitteeMembers
Observation: Closing cash amount not tallied. Staff confirmed that, cash kept in their personal account, During NOI, staff confirmed that, borrower outside of the village and they send the amount to staff personal account. Whatsoever, next day staff had withdrawn the amount and tallied the cash. Also confirmed, this issue will not repeat in future.
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 while there is no adequate evidence to support that Mr./Ms./Mrs. Priyesh Kumar violated Company's rules and is not guilty of the charges mentioned under the said category in the Show Cause Notice dated 16/10/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 17/10/2025, there was a process deviation in the case.

Inquiry Committee / Officer

Date: 17/10/2025

Annexures

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