



SPANDANA

Date: 16/05/2025

INQUIRY REPORT

Background:

This is with reference to the case registered on 04/04/2025, under Financial misconduct, with allegations of Collection Misappropriation against Mr./Ms./Mrs. **Rajkumar Yadav**, bearing the Emp. ID - SF0067162. The employee has not taken due care while discharging his/her duties, and the charges mentioned in: Initial SCN dated 05/04/2025 and Detailed Show Cause Notice (DSCN) issued post Fraud Investigation on 10/04/2025. (Copy of the SCN letter/s is attached as **Annexure - I**)

A Notice of Inquiry was issued to the alleged employee, vide letter dated 17/04/2025, informing that Mr./Ms./Mrs. Rajkumar Yadav, to present him/her self for the Internal Inquiry proceedings which was addressed by the Disciplinary Inquiry committee/Officer, scheduled on 18/04/2025. (Copy of the Notice of Inquiry letter is attached as **Annexure -II**)

On the 18/04/2025 (Inquiry date), the following parties were present for Inquiry proceedings:

1. Alleged Employee - Mr./Ms./Mrs. Rajkumar Yadav (SF0067162 , Senior Credit Assistant)
2. Mr./Ms./Mrs. Rahul Tamrakar (SF0077525 , Deputy Manager)
3. Mr./Ms./Mrs. Shrivastava Deepenedra (SF0002115 , 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 02/04/2025 from Mr./Ms./Mrs. Tapas Roy SF0068949 State Auditor, it was informed to the management that Mr./Ms./Mrs. Rajkumar Yadav SF0067162 Senior Credit Assistant allegedly committed misconduct under Collection Misappropriation on 10/01/2025. The complaint mail is attached as **Annexure -III**.

And also then presented the alleged employee's reply to the Show Cause Notice via letter dated 05/04/2025, which is attached as **Annexure - V**.

And then presented the alleged employee's reply to the Detailed Show Cause Notice via letter dated 17/04/2025, 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. [1743663544984_RE_EMI Misappropriations in Ranka_JH3201 Branch.msg](#)

Fraud Investigation Files:

1. [1744023945307_Evidence.rar](#)
1. [1744023945307_SSFL Fraud Investigation Report Ranka \(JH3201\) \(2\).xlsx](#)

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

Submissions from Alleged Employee:

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

Mr./Ms./Mrs. Rajkumar Yadav stated : **"Major observations of the case by the committee was that Staff is involved in multiple complaints F2425-02220/F2425-03271/F2526-04028 and after multiple inquiries and cross verifications with the alleged staffs statements, it is found and accepted by the staff that he utilized the collection money in posting of other std. borrowers intentionally due to pressure as per staff and also collected digital payments into his phonepe against the company policy which as per staff has been transferred to BM without any Proper denomination which shows complete violation of Process and also not able to provide justification on the transaction. Thus he is found guilty & recommended for Termination."**

Where applicable, the statement/evidence/witness of Mr./Ms./Mrs. Rajkumar Yadav 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.

- 1. Member Id:** SF0077525 **Name:** Rahul Tamrakar **Department:** Human Resource
Decision: Termination **Committee type:** CommitteeMembers
Observation: Major observations of the case by the committee was that Staff is involved in multiple complaints F2425-02220/F2425-03271/F2526-04028 and after multiple inquiries and cross verifications with the alleged staffs statements, it is found and accepted by the staff that he utilized the collection money in posting of other std. borrowers intentionally due to pressure as per staff and also collected digital payments into his phonepe against the company policy which as per staff has been transferred to BM without any Proper denomination which shows complete violation of Process and also not able to provide justification on the transaction. Thus he is found guilty & recommended for Termination.
Conclusion: Yes
- 2. Member Id:** SF0002115 **Name:** Shrivastava Deepenedra **Department:** Operations
Decision: Termination **Committee type:** CommitteeMembers
Observation: Financial Misappropriation
Conclusion: Yes
- 3. Member Id:** SF0076226 **Name:** Saptarshi Sankar Bose **Department:** Internal Audit
Decision: Termination **Committee type:** CommitteeMembers
Observation: Termination due to fraud identified in the field.
Conclusion: No

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. Rajkumar Yadav has violated Company's rules and is guilty of the charges mentioned under the said category in the Show Cause Notice dated 05/04/2025 and the Detailed Show Cause Notice (DSCN) issued post Fraud Investigation dated 10/04/2025.

Inquiry Committee / Officer

Date: 16/05/2025

Annexures

- [Annexure - 1 \(Show Cause Notice \)](#)
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- [Annexure - 2 \(Notice of Inquiry \)](#)
- [Annexure - 5 \(SCN Reply \)](#)
- [Annexure - 5 \(SCN Reply \)](#)
- [Annexure - 6 \(NOI Employee Response \)](#)