



# SPANDANA

## Detailed Show Cause Notice

Date : 2/6/2025

To,  
**Employee Name** : Pankaj Kumar  
**Employee ID** : SF0083448  
**Designation** : Credit Assistant  
**Branch** : BH3630-Nayagaon

### Subject : Detailed Show Cause Notice

Dear Pankaj Kumar,

With reference to the complaint number DC-FY-2025-00615 which has been reported on 17/04/2025.

Following your exit on 18/03/2025 by way of resignation/termination from the organization, it has been allegedly reported that you were involved in a Financial Misappropriation. Consequently, the Company initiated an internal investigation. It has been found that

It has been found that "You have Collected 02 Pre-close of total amount Rs.42,007/-on 29th May & 02nd September-2024 from the Borrowers -Rita devi for Loan No- 355554015, Sindhu devi for Loan No- 356562838 which were not Posted in FIMO nor submitted at the branch.

### IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	86822
Amount Recovered as On Date	38190
Due Amount	48632

Remarks : "1.Fraud has been identified by business team on 16-04-2025 against LO Pankaj kumar/SF0083448. 2.Complain team raised complain on 16-04-2025 vide complain number FN25-26-00241 respectively. 3.At the time of Complain raised 3 borrower was affected of Rs.42007. 4.LO Pankaj kumar last working day from the branch was 21-02-2025. 5.After verification done by Audit team out of 96 borrowers physical verified & 128 verified through telecall) 06 borrowers were affected of Rs.48632."

You are hereby informed that any deviation on the part of any official of the Company while discharging the official responsibilities or any other deviation from the Company policies during the same is serious misconduct as per the policy and procedures of the Company.

The above act of yours if proven will amount to serious misconduct on your part and gross violation of the Company's Disciplinary policy & procedures and attract serious disciplinary actions.

Given the above you are asked to explain/reply through the mail id or the mobile number which was registered as per the company records, if any, within 21 days of receipt of this show cause notice that why disciplinary action should not be taken against you as per the policy of the Company, failing to which the Company will proceed in the matter as per the records available, on the presumption that you have no explanation and have accepted the above alleged charges.

**For Spandana Sphoorty Financial Limited**  
**Authorized Signatory**

**Radhakrishna Eale**  
**Senior Vice President (Human Resources)**