

RE: Non-financial case pending

From Umesh Kumar <umeshkumar.k@spandanasphoorty.com>

Date Wed 31-Dec-25 1:06 PM

To Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>

Cc Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Sumit Pralhad Chandanshive <sumit.chandanshive@spandanasphoorty.com>; Aniket Ajit Chiparge <aniket.ajit@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>

Ok considering field verification.

Regards

Umesh

From: Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>

Sent: 31 December 2025 13:03

To: Umesh Kumar <umeshkumar.k@spandanasphoorty.com>

Cc: Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Sumit Pralhad Chandanshive <sumit.chandanshive@spandanasphoorty.com>; Aniket Ajit Chiparge <aniket.ajit@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>

Subject: RE: Non-financial case pending

Dear Sir,

Please find 2 non-financial cases final decision , I have collected from concern VPs , please need to provide your approval to take further actions.

Complaint Number	Date of Complaint Raised	Case ID	Type of Complaint	Case Nature	Employee Code	Name of the Staff Involved	Employee Designation	Departm
NF25-26-02229	23-Dec-25	DC-FY-2025-05800	Non-Financial	Policy Violation against Code of Conduct	SF0085726	Namdev Balaji Balate	Branch Manager	Operatio
NF25-26-02228	23-Dec-25	DC-FY-2025-05801	Non-Financial	Policy Violation against Code of Conduct	SF0052056	Prem Dilip Jadhav	Customer Retention Associate	Operatio

Thanks & Regards

Parful Sambhaji Taware

Manager | Human Resources | MH

M: 9960384865

Spandana Sphoorty Financial Limited

H. No. 624/B1, 1st Floor, Near Samrth Society, Bakul Nagar, Bibwewadi, Pune, MH – 411037



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From: Umesh Kumar <umeshkumar.k@spandanasphoorty.com>

Sent: 29 December 2025 14:37

To: Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>

Cc: Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Sumit Pralhad Chandanshive <sumit.chandanshive@spandanasphoorty.com>; Aniket Ajit Chiparge <aniket.ajit@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>

Subject: RE: Non-financial case pending

ok for 3rd case.

First 2 cases – pls hold

Need confirmation-

Fake death certificate – who collected these certificates?

Regards

Umesh

From: Parful Sambhaji Taware <parfulsambhaji.taware@spandanasphoorty.com>

Sent: 29 December 2025 13:46

To: Umesh Kumar <umeshkumar.k@spandanasphoorty.com>

Cc: Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Sumit Pralhad Chandanshive <sumit.chandanshive@spandanasphoorty.com>; Aniket Ajit Chiparge <aniket.ajit@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>

Subject: FW: Non-financial case pending

Dear Sir,

Please find non-financial cases final decision , I have collected from concern VPs , please need to provide your approval to take further actions.

Complaint Number	Date of Complaint Raised	Case ID	Type of Complaint	Case Nature	Employee Code	Name of the Staff Involved	Employee Designation	Department	Charges or Allegation	Branch Code	Branch Name	Region
NF25-26-02229	23-Dec-25	DC-FY-2025-05800	Non-Financial	Policy Violation against Code of Conduct	SF0085726	Namdev Balaji Balate	Branch Manager	Operations	You are discharging your job responsibilities. An allegation of" In Policy violation (Fake death certificated) is violating the Code of conduct.	MR0285	Nilanga	Pune
NF25-26-02228	23-Dec-25	DC-FY-2025-05801	Non-Financial	Policy Violation against Code of Conduct	SF0052056	Prem Dilip Jadhav	Customer Retention Associate	Operations	You are discharging your job responsibilities. An allegation of" In Policy violation (Fake death certificate submitted) is violating the Code of conduct.	MR0285	Nilanga	Pune
NF25-26-02227	23-Dec-25	DC-FY-2025-05805	Non-Financial	Supervisory Failure,Misuse of Infrastructure / Digital Asset	SF0055995	Sumit Gurme	Branch Manager	Operations	You are discharging your job responsibilities. An allegation of" digital asset missing in branch(Biometric devise) is violating the Code of conduct.	MR3817	Georai	Sambhajina

Thanks & Regards

Parful Sambhaji Taware

Manager | Human Resources | MH

M: 9960384865

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From: Aniket Ajit Chiparge <aniket.ajit@spandanaspooorty.com>

Sent: 29 December 2025 13:42

To: Parful Sambhaji Taware <parfulsambhaji.taware@spandanaspooorty.com>

Cc: Umesh Kumar <umeshkumar.k@spandanaspooorty.com>; Sudarshan Raosaheb Patil <sudarshan.patil@spandanaspooorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanaspooorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanaspooorty.com>; Juber Khalil Mulla <juberkhail.mulla@spandanaspooorty.com>

Subject: RE: Non-financial case pending

Issue warning letter.

Best Regards,

Aniket Chiparge

(Vice President – Pune RO)



From: Parful Sambhaji Taware <parfulsambhaji.taware@spandanaspooorty.com>

Sent: Monday, December 29, 2025 12:30 PM

To: Aniket Ajit Chiparge <aniket.ajit@spandanasphoorty.com>

Cc: Umesh Kumar <umeshkumar.k@spandanasphoorty.com>; Sudarshan Raosaheb Patil <sudarshan.patil@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>; Juber Khalil Mulla <juberkhalil.mulla@spandanasphoorty.com>

Subject: FW: Non-financial case pending

Dear Sir,

Please find attachment's , there is only 02 non-financial cases are pending from Pune , please give your final recommendation of following cases. if once come your opinion, then I will take committee members approval & will close the same from my side.

Complaint Number	Date of Complaint Raised	Case ID	Type of Complaint	Case Nature	Employee Code	Name of the Staff Involved	Employee Designation	Department
NF25-26-02229	23-Dec-2025	DC-FY-2025-05800	Non-Financial	Policy Violation against Code of Conduct	SF0085726	Namdev Balaji Balate	Branch Manager	Operations
NF25-26-02228	23-Dec-2025	DC-FY-2025-05801	Non-Financial	Policy Violation against Code of Conduct	SF0052056	Prem Dilip Jadhav	Customer Retention Associate	Operations

Thanks & Regards

Parful Sambhaji Taware

Manager | Human Resources | MH

M: 9960384865

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From: Parful Sambhaji Taware

Sent: 29 December 2025 11:42

To: Sumit Pralhad Chandanshive <sumit.chandanshive@spandanasphoorty.com>

Cc: Umesh Kumar <umeshkumar.k@spandanasphoorty.com>; Pramod Kumar Cherukat <pramodkumar.cherukat@spandanasphoorty.com>; Shekh Javed Shekh Habib <shekh.javed@spandanasphoorty.com>; Mahesh Mahesuni <mahesh.mahesuni@spandanasphoorty.com>

Subject: Non-financial case pending

Dear Sir,

Please find attachment's , there is only 03 non-financial cases are pending , please give your final recommendation of following cases. if once come your opinion, then I will take committee members approval & will close the same from my side.

Complaint Number	Date of Complaint Raised	Case ID	Type of Complaint	Case Nature	Employee Code	Name of the Staff Involved	Employee Designation	Department
NF25-26-02229	23-Dec-2025	DC-FY-2025-05800	Non-Financial	Policy Violation against Code of Conduct	SF0085726	Namdev Balaji Balate	Branch Manager	Operations
NF25-26-02228	23-Dec-2025	DC-FY-2025-05801	Non-Financial	Policy Violation against Code of Conduct	SF0052056	Prem Dilip Jadhav	Customer Retention Associate	Operations
NF25-26-02227	23-Dec-2025	DC-FY-2025-05805	Non-Financial	Supervisory Failure, Misuse of Infrastructure / Digital Asset	SF0055995	Sumit Gurme	Branch Manager	Operations

Thanks & Regards

Parful Sambhaji Taware

Manager | Human Resources | MH

M: 9960384865

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