



SPANDANA

Detailed Show Cause Notice

Date : 5/5/2025

To,
Employee Name : Albin Varghese
Employee ID : SF0089117
Designation : Credit Assistant
Branch : KL2874-Adoor

Subject : Detailed Show Cause Notice

Dear Albin Varghese,

With reference to the complaint number DC-FY-2025-00738 which has been reported on 18/04/2025.

Following your exit on 05/09/2024 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 01 EMI amount of total Rs.2,800/- on 04th september-2024 from the Borrower- Ramani B for Loan No-354374385 which were not posted in FIMO nor submitted at the branch.

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	5600
Amount Recovered as On Date	0
Due Amount	5600

Remarks : LO Albin Varghese Collected EMI amount from 2 borrowers of Rs.5,600/- and collected amount not posted into FIMO and even not deposited at branch and same was pending for recovery.

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)