



SPANDANA

Detailed Show Cause Notice

Date : 5/5/2025

To,
Employee Name : Prem Kumar Kushwaha
Employee ID : SF0072307
Designation : Branch Manager
Branch : UP3543

Subject : Detailed Show Cause Notice

Dear Prem Kumar Kushwaha,

With reference to the complaint number DC-FY-2025-00585 under the Shortage of Cash, an Initial Show Cause Notice was served on dated 05/05/2025, wherein you have not replied

Further to the above, the fraud investigation has been conducted and a report has been submitted. It has been found that you are engaged in the below charges of Shortage of Cash.

Following are the charges in detail:

IA Observations

Fraud Investigation Required :	Yes
Total Fraud Amount	13887
Amount Recovered as On Date	13887
Due Amount	0

Remarks : An amount of Rs. 27,774 was posted under a member's account at the Khadda branch by the Branch Manager and the Branch Quality Manager, and it was authorized accordingly. However, there was a cash shortage in the branch. The next morning, during a visit by the VP Sir, the discrepancy was discovered during the inspection. The shortfall amount has since been recovered. And this amount has been equally divided between both of them, with half posted under each of their BM & BQM.

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)